PUBLIC HEALTH, LABOUR AND MUNICIPAL ADMINISTRATION SECRETARIAT

NOTIFICATION.

Bangalore, dated 1st June 1965.

G.S.R. 538.—In exercise of the powers conferred by sub-section (2) of Section 323 of the Mysore Municipalities Act, 1964 (Mysore Act 22 of 1964), the Government of Mysore hereby makes the following Rules, the draft of the same having been published as required by sub-section (1) of the said Section in Notification No. PLM 9 MLR 65, dated 5th April 1965, published as G.S.R. 461 in Part IV-2 C (i) of the *Mysore Gazette Extraordinary*, dated 9th April 1965, namely:—

THE MYSORE MUNICIPALITIES (PUBLICATION OF BYE-LAWS) RULES, 1965.

1. **Title.**—These Rules may be called the Mysore Municipalities (Publication of Bye-laws) Rules, 1965.

2. **Manner of publication of bye-laws.**—(1) The draft of the bye-laws which a municipal council proposes to make under Section 324 of the Mysore Municipalties Act, 1964 (Mysore Act 22 of 1964) shall, together with the notice referred to in the said section, be published by the municipal council by,—

(*a*) affixing copies thereof on the notice board of the office of the municipal council and its sub-offices, if any;

(*b*) exhibiting copies thereof in places considered by the municipal council to be conspicuous within the municipality;

(*c*) publication in at least two issues of a daily newspaper having wide circulation within the municipality.

(2) Every bye-law as approved by Government shall be published by the municipal council in the same manner as specified in sub-rule (1) above and shall also be published in the *Mysore Gazette*, specifying the date on which they are approved by Government and the date on which they shall come in to force.

[No. PLM 9 MLR 65.]

By order and in the name of the Governor of Mysore,

69 B. VENKATARAMIA, *Deputy Secy.* (*Special*)

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Health Register in Form No. 16, which shall be kept by the factory Manager and produced to the Certifying Surgeon at each visit.

(13) If the Certifying Surgeon finds as a result of his examination that any person employed in such process is no longer fit for medical reasons to work in that process, he shall suspend that person from working in that process for such time as he may think fit and no person after suspension shall be employed in that process without the written sanction of the Certifying Surgeon in the Health Register.

(14) The Manager of a factory shall afford to the Certifying Surgeon facilities to inspect any process in which any person is employed or is likely to be employed.

(15) The Manager of a factory shall provide for the purpose of any medical examination which the Certifying Surgeon wishes to conduct at the factory (for his exclusive use on the occasion of an examination) a room which shall be properly cleaned and adequately ventilated and lighted and furnished with a screen, a table (with writing materials) and chairs.

CHAPTER III

Health

15. *Exemptions under sub-section* (2) *of Section* 11. *Cleanliness of walls and ceilings.*—(1) Clause (*d*) of sub-section (1) of Section 11 of the Act shall not apply to the class or description of factories or parts of factories specified in the Schedule hereto :

Provided that they are kept in a clean state by washing, sweeping, brushing, dusting, vacuum-cleaning or other effective means :

Provided further that the said clause (*d*) shall continue to apply—

(i) as respects factories or parts of factories in Part A of the said Schedule, to work-rooms in which the amount of cubic space allowed

for every person employed in the room is less than 14.2 cubic meter;

(ii) as respects factories or parts of factories specified in Part B of the said Schedule, to workrooms in which the amount of cubic space allowed for every person employed in the rooms is less than 71 cubic meter;

(iii) to engine houses, fittings shops, lunch rooms, canteens, shelters, creches, cloak rooms, rest rooms and wash places; and

(iv) to such parts of walls, sides and tops of passages and staircases as are less than 6 meters above the floor or stair.

(2) If it appears to the Chief Inspector that any part of a factory to which, by virtue of sub-rule (1), any of the provisions of the said clause (*d*) do not apply or apply as varied by sub-rule (1), is not being kept in a clean state, he may, by written notice, require the occupier to white wash or colour wash, wash, paint or varnish the same and in the event of the occupier failing to comply with such requisition within two months from the date of the notice, sub-rule (1) shall cease to apply to such part of a factory. unless the Chief Inspector otherwise determines.

SCHEDULE

PART "A"

(1) Blast furnaces.
(2) Brick and tile works in which unglazed bricks or tiles are made.
(3) Cement works.
(4) Chemical works.
(5) Copper Mills.
(6) Gas Works.
(7) Iron and Steel Mills.
(8) Stone, Slate and Marble Works.

The following parts of Factories :—

Rooms used only for the storage of parts.

Rooms in which the walls or ceilings consist of galvanised iron, glazed bricks, glass, slate, asbestos, bamboo, thatch.

Parts in which dense steam is continuously evolved in the process.

Parts in which pitch, tar or like material is manufactured or used to a substantial extent, except in brush works, the parts of a glass factory known as the "Glass house" rooms in which graphite is manufactured or is used to a substantial extent in any process.

Parts in which coal, coke, oxide or iron ochre, lime or stone is crushed or ground.

Parts of walls, partitions, ceilings, or tops of rooms which are at least 6 meters above the floor.

Ceilings or tops of rooms in print works, bleach works or dye works with the exception of finishing rooms or warehouses.

Inside walls of oil mills, below a height of 1.5 meters from the ground floor level.

Inside walls in tanneries below a height of 1.5 meters from the ground floor level where a wet process is carried on walls in tea factories.

PART "B"

(1) Coach and motor body works.
(2) Electric generating or transforming stations.
(3) Engineering Works.
(4) Factories in which sugar is refined or manufactured.
(5) Foundries other than foundries in which brass casting is carried on.

(6) Those parts of factories where unpainted or unvarnished wood is manufactured.

(7) Gun factories and ship building works.

16. *Register prescribed under sub-section* (1) *of Section* 11—*Record of white washing, etc.*—The record of dates on which white washing, varnishing, etc., are carried out, shall be entered in a Register maintained in Form No. 6.

17. *Prescribed under sub-section* (2) *of Section* 12—*Disposal of trade wastes and effluents.*—(1) In the case of a factory where the drainage system is proposed to be connected to the public sewerage system, prior approval of arrangements made shall be obtained from the local authority.

(2) In the case of a factory situated in a place where no public sewerage system exists, prior approval of the arrangements made for the disposal of trade-wastes and effluents shall be obtained from the Public Health Authority or such authority as the State Government may appoint this behalf.

18. *Rules* 18 *to* 28 *prescribed under sub-section* (1) *of Section.*—*When artificial humidification not allowed.*—There shall be no artificial humidification in any room of a cotton spinning or weaving factory—

(*a*) by the use of steam during any period when the dry bulb temperature of that room exceeds 29.4° centigrade ;

(*b*) at any time when the wet bulb reading of the hygrometer is higher than that specified in the following Schedule in relation to the dry bulb reading of the hygrometer at that time ; or as regards a dry bulb reading, intermediate between any two dry bulb readings indicated consecutively in the Schedule when the dry bulb reading does not exceed the wet bulb reading to the extent indicated in relation to the lower of these two dry bulb readings :

SCHEDULE

Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb
15·6	14·4	25 0	23·9	34·4	3·· 0
16·	15 0	25·6	24·4	35·0	30 6
16·7	15 6	26·1	25·0	35·6	30·9
17·2	16·1	26·7	25·6	36·1	31·1
17·8	·· ·7	27 2	26·1	36·7	31·4
1 ·3	17·2	27·8	26·7	37·2	31·7
18·9	17·8	28 3	27 0	37·8	32·0
19 4	18 3	28·9	27·2	38·3	3 ·2
20·0	18·9	29··	27·8	38.9	32·2
20 6	19·4	30·0	28·1	39·4	33·5
21 1	20·0	30·6	8·3	40·0	32·5
2 7	20·	31·1	28.6	40 6	32·8
22·2	21 1	31·7	28·9	41·1	32·8
22 8	21··	32·2	29·2	41 7	33·1
23 3	22·2	32 8	29·4	42 2	33·1
23·9	22·8	33·3	29·7	42·8	33·3
24·4	23·3	33·9	30·0	43·3	33·3

Provided, however, that clause (*b*) shall not apply when the difference between the wet bulb temperature as indicated by the hygrometer in the department concerned and the wet bulb temperature taken with a hygrometer outside in the shade is less than 15.8° centigrade.

19. *Provision of Hygrometer.*—In all departments of cotton spinning and weaving mills wherein artificial humidification is adopted, hygrometers shall be provided and maintained in such positions as are approved by the Inspector. The number of hygrometers shall be regulated according to the following scale:—

(*a*) *Weaving Department.*—One hygrometer in departments with less than 500 looms, and one additional hygrometer for every 500 or part of 500 looms in excess of 500.

(*b*) *Other Departments.*—One hygrometer for each room of less than 8,490 c. meters capacity and one extra hygrometer for each 5,660 c. meters or part thereof in excess of this.

(*c*) One additional hygrometer shall be provided and maintained outside each Cotton Spinning and Weaving Factory wherein artificial humidification is adopted and in a position approved by the Inspector, for taking hygrometer shade readings.

20. *Exemption from maintenance of hygrometers.*—When the Inspector is satisfied that the limits of humidity allowed by the Schedule to Rule 18 are never exceeded he may, for any department other than the Weaving Department, grant exemption from the maintenance of the hygrometer. The Inspector shall record such exemption in writing.

21. *Copy of schedule to Rule* 18 *to be affixed near every hygrometer.*—A legible copy of the schedule to Rule 18 shall be affixed near each hygrometer.

22. *Temperature to be recorded at each hygrometer.*— At each hygrometer maintained in accordance with Rule 19, correct wet and dry bulb temperatures shall be recorded thrice daily during each working day by competent persons nominated by the Manager and approved by the Inspector. The temperatures shall be taken between 7 and 9 A.M., between 11 A.M. and 2 P.M. (but not in the rest interval) and between 4 P.M. and 5-30 P.M. In exceptional circumstances, such additional readings and between such hours as the Inspector may specify shall be taken. The temperature shall be entered in a Humidity Register in the prescribed Form No. 5 maintained in the factory. At the end of each month, the persons who have taken the readings shall sign the register and certify the correctness of the entries. The register shall always be available for inspection by the Inspector.

23. *Specifications of hygrometer.*—(1) Each hygrometer shall comprise two mercurial thermometers of wet bulb and dry bulb of similar construction and equal in dimensions, scale and divisions of scales. They shall be mounted on a frame with a suitable reservoir containing water.

(2) The wet bulb shall be closely covered with a single layer of muslin, kept wet by means of a wick attached to it and dropping into the water in the reservoir. The muslin covering and the wick shall be suitable for the purpose, clean and free from size or grease.

(3) No part of the wet bulb shall be within 7.6 c. meter from the dry bulb or less than 2.5 c. meter from the surface of the water in the reservoir and the water reservoir shall be below it, on the side of it away from the dry bulb.

(4) The bulb shall be spherical and of suitable dimensions and shall be freely exposed on all sides to the air of the room.

(5) The bores of the steams shall be such that the position of the top of the mercury column shall be readily distinguishable at a distance of 61 c. meter.

(6) Each thermometer shall be graduated so that accurate readings may be taken between 10° and 50° centigrade.

(7) Every degree from 10 to 50 degrees shall be clearly marked by horizontal lines on the stem, each fifty and tenth degree shall be marked by longer marks than the intermediate degrees and the temperature marked opposite each tenth degree, *i.e.*, 10, 20, 30, 40, 50, 60, 70, 80.

(8) The markings as above shall be accurate, that is to say, at no temperature between 10· and 80° centigrade shall be the indicated readings be in error by more than two-tenths of a degree.

(9) A distinctive number shall be indelibly marked up on the thermometer.

(10) The accuracy of each thermometer shall be certified by the National Physical Laboratory, London, or some competent authority appointed by the Chief Inspector and such certificate shall be attached to the Humidity Register.

24. *Thermometers to be maintained in efficient order.*—Each thermometer shall be maintained at all times during the period of employment in efficient working order, so as to give accurate indications and in particular—

(*a*) the wick and muslin covering of the wet bulb shall be renewed once a week;

(*b*) the reservoir shall be filled with water which shall be completely renewed once a day. The Chief Inspector may direct the use of distilled water or pure rain water in any particular mill or mills in certain localities;

(*c*) no water shall be applied directly to the wick or covering during the period of employment.

25. *An inaccurate thermometer not to be used without fresh Certificate.*—If an Inspector gives notice in writing that a thermometer is not accurate, it shall not, after one month from the date of such notice, be deemed to be accurate unless and until it has been re-examined as prescribed and a fresh certificate obtained which certificate shall be kept attached to the Humidity Register.

26. *Hygrometer not to be affixed to wall, etc., unless protected by wood.*—(1) No hygrometer shall be affixed to a wall, pillar or other surface unless protected therefrom by wood or other non-conducting matetrial at least 1.3 c.m. in thickness and distant at least 2.5 c.m. from the bulb of each thermometer.

(2) No hygrometer shall be fixed at a height more than 1.7 meters from the floor to the top of the thermometer stem or in the direct draughts from a fan, window or ventilating opening.

27. *No reading to be taken within fifteen minutes of renewal of water.*—No reading shall be taken for record on any hygrometer within fifteen minutes of renewal of water in the reservoir.

28. *How to introduce steam for humidification.*—In any room in which steam pipes are used for the introduction of steam for the purpose of artificial humidification of the air, the following provisions shall apply :—

(*a*) The diameter of such pipes shall not exceed 5 c. meters and in the case of pipes installed after the date of commencement of these rules, the diameter shall not exceed 2.5 c.meters.

(*b*) Such pipes shall be as short as is reasonably practicable ;

(*c*) All hangers supporting such pipes shall be separated from the bare pipes by an efficient insulator not less than 1.3 c.meters in thickness.

(*d*) No uncovered jet from such pipes shall project more than 11 c.meters beyond the outer surface of any cover.

(*e*) The steam pressure shall be as low as practicable and shall not exceed 4.9 kg. per sq.cm.

(*f*) The pipe employed for the introduction of steam into the air in a department shall be effectively covered with such non-conducting matcrial,

as may be approved by the Inspector in order to minimise the amount of heat radiated by them into the department.

29. *Rules 29 to 33 prescribed under sub-section (4) of Section 17.—Lighting.—Application and commencement.*—(1) Subject as in these Rules provided, Rules 29 to 33 shail apply to factories in which persons are being regularly employed in manufacturing process or processes for more than 48 hours a week, or in shifts, provided that nothing in these Rules shall be deemed to require the provision of lighting of a specified standard in any building or structure so constructed that, in the opinion of the Chief Inspector, it would not be reasonably practicable to comply with such requirement.

(2) Rules 29 to 33 shall come into force in respect of any class or description of factories, on such dates as the State Government may, by notification in the official Gazette, appoint in this behalf.

30. *Lighting of interior parts.*—(1) The general illumination over those interior parts of a factory where persons are regularly empolyed shall be not less than 3 feet candles measured in the horizontal plane at level of 1 meter above the floor :

Provided that in any such parts in which the mounting height of the light source for general illumination necessarily exceeds 7.5 meters measured from the floor or where the structure of the room or the position or construction of the fixed machinery or plants prevent the uniform attainment of this standard the general illumination at the said level shall be not less than one foot candle and where work is actually being done, the illumination shall be not less than 3 feet candles.

(2) The illumination over all other interior parts of the factory, over which persons employed pass, shall, when and where a person is passing, be not less than 0.5 foot candles at floor level.

(3) The standard specified in these Rules shall be without prejudice to the provision of any additional illumination required to render the lighting sufficient and suitable for the nature of the work.

(4) Lighting in accordance with the following standards shall be provided and used in interior of cotton ginning factories at times when lighting is required and ordinarily used :—

(i) By means of electricity to the satisfaction of the Inspector, one lamp for four gins, each lamp of not less than 40 watts power or fluorescent tube lights of convenient lengths and number may be used.

(ii) By candles placed in glass lanterns of patterns approved by the Inspector, not less than one such lantern on each gin should be placed.

31. *A. Prevention of Glare.*—(1) Where any source of light in the factory is less than 5 meters above floor level, no part of the light source or of the lighting fitting having a brightness greater than 10 candles per sq.cm. shall be visible to persons whilst normally employed within 30 meters of the source except where the angle of elevation from the eye to the source or part of the fitting, as the case may be, exceeds 20° centigrade.

(2) Any local light, that is to say, light designed to illuminate particularly the area or part of the area of work of a single operative or small group of operatives working near each other, shall be provided with a suitable shade of opaque material to prevent glare or with other effective means by which the light source is completely screened from the eyes of every person employed at a normal working place, or shall be so placed that no such persons is exposed to the glare therefrom.

B. General Ventilation.—(1) In every room in a factory in which workers are ordinarily employed and which is not ventilated by mechanical means, there shall be

sufficient openings in the walls or roof for the admission or egress of air to maintain the atmosphere in the room in a fresh and reasonably cool condition.

(2) If in any part of a factory the Inspector, having due regard to weather conditions then prevailing, considers the atmosphere to be unduly vitiated or stagnant and that this is due to insufficient openings, he shall by written order require the Manager to—

(*a*) increase the openings in the walls or in the roof to an aggregate area equal to 75 per cent of the area found by the applicable formula (Appendix I) or to such less extent as he deems reasonable in the circumstances, or

(*b*) provide mechanical means to produce continuous change of air at the rate of three complete changes in the hour or at such less rate as he deems sufficient in the circumstances.

C. Measures required for cooling.—If, in any room of a factory, the cooling properties of the air appear to the Chief Inspector to be at times insufficient to secure workers against injury to health or serious discomfort, and he considers that they can be to a great extent increased at a reasonable cost, he may, by written order, require the Manager to carry out any or all of the following measures before a specified date:—

(*a*) Electric or other fans to be used to produce adequate movement of air over the workers. The Chief Inspector may require such movement to be such that the rate of cooling by evaporation at a height of 1.5 meters from the floor level, as found by the use of a Kata thermometer, is two and a half times what it would be if the air were not moved by such fans.

(*b*) the height of the room from floor to roof or ceiling to be increased to a height of 5.5 meters or such less height as the Chief Inspector deems reasonable in the circumstances.

(c) A layer of tiles, wood or other substance which is a bad conductor of heat to be added to the roof or substituted for other materials.

(*d*) Sun shades of specified size to be placed before or fitted to such openings as admit direct sunlight upon the workers.

D. Ventilation in new factories or rooms.—(1) In any factory or part of a factory which has been built or brought into use after the enforcement of these Rules, no worker shall be allowed to work unless :—

(*a*) If no mechanical means of general ventilation is employed, the ventilating openings in every room where workers are ordinarily employed are of not less than that aggregate area found from the applicable formula Appendix I, or

(*b*) if the ventilation is by mechanical power or the fans or other means employed are of such capacity as to pass through the rooms three times in every hour a volume of air equal to the cubic capacity of the room ;

(*c*) where no other room is super-imposed, the roof or ceiling, if there is one, is either more than 6 Meters above floor level or in the alternative includes a sufficient layer of earthenware tiles, wood compressed asbestos or other substance which is bad conductor of heat, or is constructed with an air space not less than 15 centimeters in depth, open to atmosphere at the caves and in the case of sloping roofs, having sufficient egrees for hot air at the apex :

Provided that where the Chief Inspector is satisfied that the Rule may be relaxed with due regard to the health of the workers employed, he may, by an order in writing exempt the factory or a specified part if from the provisions of this Rule to such extent and on such conditions as he considers suitable in the circumstances.

(2) Any local light, *i.e.*, a light designed to illuminate particularly the area or the part of the area of work of a single operative or small group of operatives working near each other, shall be provided with a suitable shed of opaque material to prevent glare or with other effective means by which the light source is completely screened from the eyes of every persons employed at a normal working place, or shall be so placed that no such person is exposed to glare therefrom.

32. *Power of Chief Inspector to exempt.*—Where the Chief Inspector is satisfied, in respect of any particular factory or part thereof or in respect of any description of work room or process, that any requirements of these Rules is in appropriate or is not reasonably practicable, he may, by order in writing exempt the factory or part thereof or description of work room or process from such requirement to such extent and subject to such conditions as he may specify.

33. *Exemption from Rule* 30.—(1) Nothing in Rule 30 shall apply to the parts of factories specified in Part I of the Schedule annexed hereto :—

(2) Nothing in sub-rule (1) of Rule 30 shall apply to the Factories or parts of Factories respectively specified in Part II of the said schedule.

SCHEDULE

Part I

Parts of factories in which light sensitive photographic materials are made or used in an exposed condition.

Part II

Cement Works,
Works for crushing and grinding of limestone,
Gas Works,
Coke Oven Works,
Electrical Stations,
Flour Mills,
Malting and breweries.

Parts of factories in which the following processes are carried out :—

Concrete or artificial stone making.
Conversion of iron into steel.
Smelting of Iron Ore, Iron or Steel rolling.
Hot rolling or foregoing, tempering or annealing of metals.
Glass blowing and other working in molten gloss.
Tar distilling.
Petroleum refining and blending.

34. *Rule 34 to 39 prescribed under sub-section* (4) *of Section* 18—*The quantity of Drinking Water.*—The quantity of drinking water to be provided for the workers in every factory shall be at least as many gallons a day as there are workers employed in the factory and such drinking water shall be readily available at all times during working hours.

35. *Source of supply.*—The water provided for drinking shall be supplied :—

(*a*) from the taps connected with a public water supply system, or

(*b*) any other source approved, in writing by the Health Officer.

36. *Storage of Water.*—(*a*) If drinking water is not supplied from taps connected with a public water supply system, it shall be kept in suitable vessels and renewed at least daily. All practicable steps shall be taken to preserve the water and vessels from contamination and to keep the vessels scrupulously clean.

(*b*) Vessels in which drinking water is stored shall be placed on raised platforms at least one meter high and in shady places with necessary drainage to carry away split water.

37. *Cleanliness of Well or Reservoir.*—(1) Drinking water shall not be supplied from any open well or reservoir unless it is so constructed, situated, protected and maintained as to be free from the possibility of pollution by chemical or bacterial and extraneous impurities.

(2) Where drinking water is supplied from such well or reservoir, the water in it shall be sterilised once a week or more frequently if the Inspector, by written order, so requires and the date on which sterilising is carried out shall be recorded :

Provided that this requirement shall not apply to such well or reservoir if the water therein is filtered and treated to the satisfaction of the Health Officer before it is supplied for consumption.

38. *Report for Health Officer.*—The Inspector may, by order in writing direct the Manager to obtain, at such times or at such intervals as he may direct, a report from the Health Officer as to the fitness for human consumption of the water supplied to the workers, and in every case, to submit to the Inspector a copy of such report as soon as it is received from the Health Officer.

39. *Cooling of Water.*—In very factory wherein more than two hundred and fifty workers are ordinarily employed :—

(*a*) The drinking water supplied to the workers shall, from the 1st March to the 30th June of every year (during the hot season, be cooled by ice or other effective method.

(*b*) the cooled drinking water shall be supplied in every canteen, lunch room and rest and also at conveniently accessible points throughout the factory which for the purpose of these Rules, shall be called "Water Centres".

(*c*) the water centres shall be sheltered from the weather and adequately drained ;

(*d*) the number of water-centres to be provided shall be one 'centre' for every 150 persons employed in the factory at any one time :

Provided that in the case of a factory where the number of persons employed exceeds 500 it shall be sufficient if there is one such "Centre" as aforesaid for every 150 persons upto the first 500 persons and one for every 500 persons thereafter ;

(*e*) Every "Water Centre" shall be maintained in a clean and orderly condition and shall be in charge of a responsible person who shall distribute the water. Such persons shall be provided with clean clothes while on duty.

(*f*) Clauses(*a*),(*d*) and (*e*) shall not apply to any factory in which suitable mechanically operated drinking water refrigerating units are installed to the satisfaction of the Chief Inspector.

40. *Rules* 40 *to* 49 *prescribed under sub-section* (3) *of Section* 19.—*Latrine Accommodation.*—Latrine accommodation shall be provided in every factory on the following scale :—

(*a*) Where women are employed, there shall be at least one latrine for every 25 females ;

(*b*) where males are employed, there shall be at least one latrine for every 25 males provided where the number of males employed exceeds 100, it shall be sufficient if there is one latrine for every 25 males up to the first 100 and one for every 50 thereafter ;

In calculating the number of latrines required under this Rule any odd number of workers below 25 or 50, as the case may be, shall be reckoned as 25 to 50 and the maximum number of persons working in the factory at any time and not the total number of persons employed in the factory shall be taken into account.

41. *Latrines to conform to Public Health requirements.*—Latrines, other than those connected with an efficient water borne sewage system, shall comply with the requirements of the Public Health Authorities.

42. *Privacy of Latrines.*—Every latrine shall be under cover and so partitioned off so as to secure privacy, and shall have a proper door and fastenings.

43. *Sign boards to be displayed.*—Where workers of both sexes are employed, there shall be displayed outside each latrine block a notice in the language understood by the majority of the workers "For Men only" and "For Women only" as the case may be. The notice shall also bear the figure of a man or of a woman as the case may be.

44. *Urinal accommodation.*—Urinal accommodation shall be provide for the use of workers and shall not be less than 61 centimeters in length for every 50 workers; provided that, where the number of persons employed exceeds 500, it shall be sufficient if there is one urinal for every 50 workers up to the first 500 employed and one for every 100 thereafter. Where women are employed, separate urinal accommodation shall be provided on the same scale as mentioned above.

45. *Urinals to conform to public health requirements.*—Urinals, other than those connected with an efficient water-borne sewage system, and urinals in factory wherein more than 250 workers are ordinarily employed shall comply with the requirements of the Public Health authorities.

46. *Certain latrines and urinals to be connected to sewerage System.*—(1) When any general system of underground sewerage with an assured water supply for any particular locality is provided in a Municipality, all latrines and urinals of a factory situated in such locality shall, if the factory is situated within 30 Meters of an existing sewer, be connected with that sewerage system.

(2) No worker shall make use of any other place within the factory as latrine or urinal other than the latrine and urinal accommodation provided under these Rules.

(3) The design and the site or situation of latrine and urinal accommodation shall be subject to the approval of the Director of Public Health and the construction shall be subject to the approval of the Chief Inspector.

(4) They shall be situated, unless otherwise approved in writing by the Inspector, within the factory precincts and so situated that (a) every worker may have ready access thereto and (b) no effluvia therefrom can arise within a workroom.

47. *White-washing, colour-washing of latrines and urinals.*—The walls, ceilings and partitions of every latrine and urinal shall be white-washed or colour-washed and the white-washing or colour-washing shall be repeated at least once in every period of four months. The walls shall be coal tarred to a height of 1 meter. The dates on which the white-washing, colour-washing is carried out shall be entered in the prescribed Register (From No. 6) :

Provided that this Rule shall not apply to latrines and urinals, the walls, celling of partitions of which are laid in glazed tiles or otherwise finished to provide a smooth, polished impervious surface and that they are washed with suitable detergents and disinfectants at least once in every period of four months.

48. *Construction and maintenance of drains.*—All drains carrying waste or sullage water shall be constructed in masonry or other impermeable material and shall be regularly flushed and the effluent disposed of by connecting such drains with a suitable drainage line :

Provided that, where there is no such drainage line, the effluent shall be deodorized and rendered innocuous and then disposed of in a suitable manner to the satisfaction of the Health Officer.

49. *Water taps in latrines.*—Where piped water supply is available, a sunfficient number of taps, conveniently accessible shall be provided in or near such latrine accommodation. Where there is no continuous supply of water, water cisterns with cans shall be provided for washing purposes.

50. *Rules 50 to 52 prescribed under sub-section (2) of Section 20.—Number and location of Spittoons.*—The number and location of the spittoons to be provided shall be to the satisfaction of the Chief Inspector.

51. *Type of Spittoons.*—The spittoons shall be either of the following types :—

(*a*) a galvanised iron container with a conical funnel shaped cover. A layer of suitable disinfectant liquid shall always be maintained in the container ;

(*b*) a container filled with dry, clean sand and covered with a layer of bleaching powder ;

(*c*) any other type approved by the Chief Inspector.

52. *Cleaning of Spittoons.*—The spittoons mentioned in clause (*a*) of Rule 51 shall be emptied, cleaned and disinfected at least once every day ; and the spittoon mentioned in clause (*b*) of Rule 51 shall be cleaned by scraping out the top layer of sand as often as necessary or at least once every day.

CHAPTER IV

Safety

53. *Further Precautions prescribed under sub-section (2) of Section 21.—Further Safety Precautions.*—Without prejudice to the provisions of sub-section (1) of Section 21 in regard to the fencing of machines, the further precautions specified in the Schedules annexed hereto shall apply to the machines noted in each schedule.

53-A. (1) Register of specifically trained adult workers—Register of workers attending machinery as provided in sub-section (1) of Section 21 shall bt in Form No. 31.

(2) *Belts, etc., to be regularly examined.*—All belts shall be regularly examined to ensure that the joints are safe and the belts are at proper tension.

(3) *Tight fitting clothing.*—(*a*) A dhoti wrapped round the body in any manner shall not be deemed to be tight fitting clothing within the meaning of sub-section (1) of Section 22.

(*b*) A worker required to wear tight fitting clothing under sub-section (1) of Section 22 shall be provided by the Occupier with such clothing which shall consist of at least a pair of closely fitting shorts and a closely fitting half sleeve shirts or waists. Such clothing shall be returned to the occupier on termination of service or when new clothing is provided.

SCHEDULE I

(Cotton Textiles)

1. Cotton openers, Scutchers, combined openers and Scutchers, Scutcher and Lap machines, Hard Waste Breakers, etc.—

(*a*) All Cotton openers, scutchers, combined openers and scutchers, scutchers and lap machines, hard waste breakers and similar machines shall be driven by separate motors or counter-shafts provided with fast and loose pulleys and efficient belt shifting devises.

(*b*) In all openers, combined openers and scutchers, scutchers, scutcher lap machines, hard waste breakers and similar machines, the beater covers and doors which give access to any dangerous part of the machine shall be fitted

with effective inter-locking arrangements which shall prevent :—

(i) the covers and doors being opened while the machine, is in motion ; and

(ii) the machine being re-started until the covers and doors are closed :

Provided that, in respect of doors or openings other than dirt doors or desk doors, such doors shall be so fenced as to prevent access to any dangerous part of the machine if effective inter-locking arrangement is not provided.

(*c*) In all openers, combined scutchers and openers, scutchers, scutcher-lap machines, hard-waste breaking machines and similar machines, the openings giving access to dust chambers shall be provided with permanently fixed fencing which shall, while admitting light, yet prevent contact between any portion of a worker's body and the beater grid bars.

2. Combined openers and scutchers, Scutchers, Scutcher-lap, sliver lap, lap machines, derby Doublers and Ribbon machines :—

(i) The lap forming rollers shall be fitted with a guard or cover which shall prtvent access to the intake of the lap roller and fluted roller as the weighted rack is down ; or

(ii) the Guard or cover shall be so locked that it cannot be raised until the machine is stopped and the machine cannot be started until the guard or cover is closed.

3. *Carding Machines.*—All cylinder doors shall be secured by an automatic locking device which shall prevent the door being opened until the cylinder has ceased to revolve and shall render it impossible to restart the machine until the door has been closed.

4. *Speed Frames.*—Head stock shall be fitted with automatic locking arrangements which shall prevent the

doors giving access to Jack box wheels being opened while the machinery is in motion and shall render it impossible to restart the machine until the doors have been closed.

5. *Self acting Mules.*—The drive shall be from counter-shafts which shall be provided with fast and loose pulleys and efficient belt shifting devices.

6. *Calendering Machines, etc.*—In respect of calendering machines, mangles and similar machines, all such machines shall be provided with an efficient "nip" guard along the whole length on the intake side of each pair of bowls and similar parts, which shall be so fitted and maintained, whilst the rollers of bowls are in motion, as to prevent access to the point of contact of the rollers of bowls.

SCHEDULE II

(Cotton Ginning)

Line Shaft.—The line shaft or second motion in cotton ginning factories, when below floor-level, shall be completely enclosed by a continuous wall or unclainable fencing with only so many openings as are necessary for access to the shaft for removing cotton seed, cleaning and oiling, and such opening shall be provided with gates or doors which shall be kept closed and locked.

SCHEDULE III

(Wood working Machinery)

1. Definitions for the purposes of the schedules:—

(*a*) "Wood working machine" means a circular saw band saw, planning machine, chain morticising machine or vertical spindly moulding machine operating on wood or cork.

(*b*) "Circular Saw" means a circular saw working in a bench (including a rack-bench) but does not include a pendulum or similar saw which is mover towards the wood for the purpose of cutting operation.

(*c*) "Band Saw" means a band saw, the cutting portion of which runs in a verticle direction but does not include a long saw or band resawing machine.

(*d*) "Planning machine" means a machine for overlhand planning or for thicknessing or for both operations.

2. *Stopping and starting device.*—An efficient stopping and starting device shall be provided on every wood working machine. The control of this device shall be in such a position as to be readily and conveniently operated by the person in charge of the machine.

3. *Space around machines.*—The space surrounding every wood working machine in motion shall be kept free from obstruction.

4. *Floors.*—The floor surroundings every wood-working machine shall be maintained in good and level condition, and shall not be allowed to become slippery, and as far as practicable, shall be kept free from clips or other loose material.

5. *Training and Supervision.*—(i) No person shall be employed at a wood working machine unless he has been sufficiently trained to work that class of machine, or unless he works under the adequate supervision of a person who has a thorough knowledge of the working of the machine.

(ii) A person who is being trained to work a wood-working machine shall be fully and carefully instructed as to the dangers of the machine and the precautions to be observed to secure safe working of the machine.

6. *Circular-Saws.*—Every circular saw shall be fenced as follows :—

(*a*) behind and in direct line with the saw there shall be a riving knife, which shall have a smooth surface, shall be strong, rigid and easily adjustable, and shall also conform to the following conditions :—

(i) The edge of the knife nearer the saw shall form an arc of a circle having a radius not exceeding the radius, of the largest saw used on the bench.

(ii) The knife shall be maintained as close as practicable to the saw having regard to the nature of the work being done at the time, and at the level of the bench-table, the distance between the front edge, of the knife and the teeth of the saw shall not exceed 1 centimeter.

(iii) For a saw of a diameter of less than 60 centimeter the knife shall extend upwords from the bench table to within 2 centimeter of the top of the said and for a saw of diameter of 60 centimeter or over, shall extend upwards from the bench table to a height of at least 23 centimeters.

(*b*) the top of the saw shall be covered by a strong and easily adjustable guard, with a flange at the side of the saw, farthest from the fence. The guard shall be kept so adjusted that the said flange shall extend below the roots of the teeth of the saw. The guard shall extend from the top of the riving knife to a point as low as practicable at the cutting edge of the saw.

(*c*) The part of the saw below the bench table shall be protected by two plates of metal or other suitable material, one on each side of the saw ; such plates shall not be more than 15 centimeters apart, and shall extend from the axis of the saw outwards to a distance of not less than 5 centimeters beyond the teeth of the saw. Metal plates, if not beaded, shall be of a thickness of at least 0.25 centimeters or if beaded be of a thickness of at least 0.1 centimeter.

7. *Push-Sticks.*—A push-stick or other suitable appliance shall be provided for use at every circular saw and at every vertical spindle moulding machine to enable the work to be done without unnecessary risk.

8. *Band saws.*—Every band saw shall be guarded as follows:—

(*a*) Both sides of the bottom pulley shall be completely encased by sheet or expanded material or other suitable material.

(*b*) The front of the top pulley shall be covered with sheet or expanded metal or other suitable material.

(*c*) All portions of the blade shall be enclosed or otherwise securely guarded except the portion of the blade between the bench table and the top guide.

9. *Planning Machines.*—(i) A planning machine (other than a planning machine which is mechanically fed) shall not be used for over head planning unless it is fitted with a Cylindrical cutter block.

(ii) Every planning machine used for overhand planning shall be provided with a "Bridge" guard capable of covering the full length and breadth of the cutting slot in the bench and so constructed as to be easily adjusted both in a horizontal and verticle direction.

(iii) The feed roller of every planning machine used for thicknessing, except the combined machine for overhand planning and thicknessing, shall be provided with an efficient guard.

10. *Vertical spindle Moulding Machines.*—(1) The cutter of every vertical spindle moulding machine shall be guarded by the most efficient guard having regard to the nature of the work being performed.

(2) The wood being moulded at a vertical spindle moulding machine shall, if practicable, be held in a gig or holder of such construction as to reduce, as far as possible the risk of accident to the worker.

11. *Chain Mortising Machines.*—The Chain of every chain mortising machine shall be provided with a guard which shall enclose the cutters as far as practicable.

12. *Adjustment and maintenance of guards.*—The guards and other appliances required under this schedule shall be—

(*a*) maintained in an efficient state,

(*b*) constantly kept in position while the machinery is in motion, and

(*c*) so adjusted as to enable the work to be done without unnecessary risk.

13. *Exemptions.*—Paragraphs 6, 8, 9 and 10 shall not apply to any wood working machine in respect of which it can be proved that other safeguards are provided maintained and used which render the machine as safe as it would be if guarded in the manner prescribed in the Schedule.

SCHEDULE IV.

Rubber Mills.

1. *Installation of Machines.*—Mills for breaking down, cracking, grating, mixing, refining and warming rubber or rubber compounds shall be so installed that the top of the front roll is not less than 117 centimeters above the floor or working level. Provided that in existing installations where the top of the front roll is below this height, a strong rigid distance bar guard shall be fitted across the front of the machine in such a position that the operator cannot reach the nip of the rolls.

2. *Safety devices.*—(i) Rubber mills shall be equipped with—

(*a*) hoppers so constructed or guarded that it is impossible for the operators to come into contact in any manner with the nip of the rolls ;

(*b*) horizontal safety trip rods or tight wire cables across both front and rear, which will, when pushed or pulled, operate instantly to disconnect the power and supply the brakes, or to reverse the rolls;

(ii) Safety-trip rods or tight wire cables on rubber mills shall extend across the entire length of the face of the rolls and shall be located not more than 175 centimeters above the floor or working level.

(iii) Safety trip rods and tight wire cables on all rubber mills shall be examined and tested daily in the presence of the manager or other responsible person and, if any defect is disclosed by such examination and test, the mill shall not be used until such defect has been remedied.

3. *Calendering machines shall be equipped with.*—(*a*) horizontal safety trip rods or tight wire across both front and rear which will, when pulled or pushed, operate instantly to disconnect the power and apply the brakes, or to reverse the rolls;

(*b*) Safety-trip rods or tight wire cables on calender machines shall extend across the entire length of the face of the rolls and shall be located not more than 175 centimeters above the floor of working level;

(*c*) on each side of all calenders and near both ends of the face of the rolls there shall be a vertical tight wire cable connecting the bar tripping mechanism at the top and fastened to the frame within 30 centimeters of the floor. These cables should be positioned at a distance of not more than 30 centimeters from the face of the roll at a distance of not less than 2.5 centimeters from calender frame.

4. *Passage-ways for cranes.*—(i) to provide access to rail tracks of over-head travelling cranes suitable passage-ways of at least 50 cm. (20 in.) width with toe boards and double hand rails 90 centimeters (3 feet) high shall be provided alongside, and clear of, the rail tracks of overhead travelling cranes such that no machinery part of the crane

can strike persons on the ways, and the passage-way shall be at a lower level than the crane track itself. Safe access leaders shall be provided at suitable intervals to afford access to these passage-ways and from passage-ways to the rail tracks.

(ii) the State Government may in writing exempt any existing factory from the provisions of sub-rule (i) if by virtue of the construction of the factory it is impossible to provide such passage-way.

SCHEDULE IV.

Aerial openings on either side of the decorticator shall be securely fenced with expanded metal.

SCHEDULE V.

1. *Special Rule for Printing Presses.*—In printing works, every platen machine driven by power shall be fitted with an efficient finger guard and every guillotine machine driven by power with an efficient knife guard.

2. *Special Rule for Tea Factories.*—In tea factories, the roll-table shall be fenced to the satisfaction of the Inspector and brushes shall be provided to the workers for the purposes of sweeping the roll-tables.

3. *Special Rule for Brick and Tile Factories.*—In brick and tile works, a finger-guard shall be fitted at the feed end to the full length of the mould of every revolving press.

4. *Special Rule for Decorticating Factories.*—In decorticating Factories, the beater arms and the feed mouth of the decorticator shall, as far as practicable be guarded as follows:—

A grating of 19 millimeters diameter wrought iron rods spaced 6.45 centimeters apart and supported by iron stiffeners 5 centimeter×6 millimeters

thick shall be fixed at a height of 15 centimeters above the tip of the beater arms. A strong wooden plank 3.8 centimeter thick and iron plated on the underside shall be clamped with bolts and nuts over this grating leaving a space of 20 centimeters wide for the feeding of ground-nuts. A grating of 2.5 centimeters diameter wrought iron rod spaced 3.8 centimeter apart shall be fixed at a height of 12.7 centimeters just above the feed mouth and another wooden plank 22.9 centimeters wide shall be fixed over the full length of the decorticator platform.

5. *Special Rules of Power Presses.*—(1) *Definitions.*—For the purpose of this schedule, power press means a machine used in metal or other industries for blanking, rising drawing and similar processes.

(2) *Starting and stopping mechanism.*—The starting and stopping mechanism shall be provided with a safety stop so as to prevent over running of the Press or descent of the ram during tool setting, etc.

(3) *Protection of Tool and Die.*—

(*a*) Each Press shall be provided with a fixed guard with a slip plate on the underside enclosing the front and sides of the tool.

(*b*) each die shall be provided with a fixed guard surrounding its front and sides and extending to the back in the form of a tunnel through which the pressed article falls to the rear of the press.

(*c*) the design, construction, and mutual position or the guards referred to in (*a*) and (*b*) shall be such as to preclude the possibility of the workers' hand or fingers reaching the danger zone.

(*d*) the machine shall be fed through a small aperture at the bottom of the die guard, but a wider aperture may be permitted for second and subsequent operations if feeding is done through a chute :

Provided in the case of a machine or operation it is not possible to comply with the provisions of paragraph 3 alternative means of protection as approved by the Inspector shall be provided.

SCHEDULE VI.

All Factories.

1. Wherever practicable and deemed necessary by the Inspector service platforms and gang-ways shall be provided for overhead shafting and, where required by him these shall be securely fenced with guard-rails and toe-boards.

2. Safe access shall be provided to all bearings, clutches, belt shifting levers and all such other appliances which are required to be handled or operated while the machinery is at work.

3. All ladders used in replacing belts or in attending similar over head machinery shall be specially made for that work and provided with hooks or an effective non-skid device.

4. No transmission machinery in motion shall be cleaned with cotton waste, rags or similar materials held in hand.

5. All belts shall be regularly examined to ensure that joints are safe and the belts are kept in proper tension.

6. Each water-guage glass of a boiler shall be fitted with an efficient guard.

Rule prescribed under sub-section (2) *of Section* 23.

54. *Employment of young persons on dangerous Machinery.*—The following machines shall be deemed to be of such dangerous character that young persons shall not work at them unless the provisions of Section 23(1) are complied with :—

Power presses other than hydraulic presses ;
Milling machines used in metal trades ;
Guillotine machines ;
Circular saws ;
Platen printing machines ;
Decorticators ;
Oil Expellers ;
Band saws used in wood working ;
Planning machines used in wood working.

54-A. *Rules prescribed under sub-section* (3) *of Section* 26.—The following parts of machines shall be deemed to be machinery to be guarded by the makers for the purpose of Section 26(1):

(1) Back gears, change wheels and cog-drives of lathes,

(2) Back gears and level gearing of drilling machines,

(3) Gear wheels and level drives of planning, shaping, slotting and milling machines.

(4) All cogs and level drives of oil expellers.

55. *Rule framed under Section* 28.—(1) A register shall be opened with the following columns to record particulars of examinations of hoists and lifts :—

(i) Date of examination.
(ii) Number of hoists and lifts, if more than one.
(iii) Details of tests made.
(iv) Results of examinations.

(v) Signature of examiner.

(vi) Designation and qualification of the examiner.

(2) *Exemption of certain Hoists and Lifts.—Hoists Examinations—Particulars of.*—A register shall be maintained to record particulars of hoists or lifts and shall give particulars as shown in Form 32.

(3) In pursuance of the provisions of sub-section (4) of Section 28, in respect of any class or description of hoist or lift specified in the first column of the following schedule, the requirements of Section 28 qualified in the second column of the said schedule and set opposite to that class or description of hoist or lift shall not apply.

SCHEDULE

Class or description of Hoist or lift.—Hoists or lifts mainly used for raising materials for charging blast furnaces or lime kilns.

Hoists not connected with mechanical power and which are not used for carrying persons.

3. *Cranes and other lifting machinery.*—A register shall be maintained to record particulars of examinations of cranes and other lifting machinery and shall give particulars in Form No. 33.

55A. *Prescribed under sub-section (2) of Section 29.*—No lifting machine and no chain-rope or lifting tackle, except a fibre rope or rope sling shall be taken into use in any factory for the first time in that factory unless it has been thoroughly examined by a competent person and a certificate of such a test or examination specifying the safe working load or loads and signed by the person making the test and the examination has been obtained and is kept available for inspection.

55B. (i) Every jib-crane so constructed that safe working load may be varied by the raising or lowering of the jib, shall have attached thereto either an automatic indicator of safe working loads or an automatic jib angle indicator and a table indicating the safe working loads at corresponding inclinations of the jib or corresponding radii of the load.

(ii) A table showing the safe working loads of every kind of chain, rope or lifting tackle in use and, in the case of a multiple sling, the safe working loads at different angles of the legs, shall be posted in the store-room or placed where or in which chains, ropes or lifting tackles are kept and in prominent positoins on the premises and no chain, rope or lifting tackle not shown in the table shall be used. The foregoing provisions of this paragraph shall not apply in respect of any lifting tackle if the safe working load thereof, or in the case of a multiple sling, the safe working load at different angles of the legs, is plainly marked upon it.

55C. The register to be maintained under Clause (*a*) (iii) of sub-section (1) of Section 29 of the Act shall be in Form 33.

The register shall be kept readily available for inspection.

55D. All rails on which a travelling crane moves and every track on which the carriage of a transporter or runway moves shall be or proper size and adequate strength and have an even running surface and every such rail or track shall be properly laid adequately supported and properly maintained.

55E. All chains and lifting tackle, except a rope-sling shall unless they have been subjected to such other heat treatment as may be approved by the Chief Inspector, be effectively annealed under the supervision of a competent person at the following intervals:—

(i) All chains, slings, rings and hooks, shackles and swivels used in connection with molten metal or molten slag

or when they are made of half inch bars or smaller, once at least in every six months ;

(ii) all other chains, rings, hooks, shackles, and swivels in general use once at least in every ewelve months :

Provided that chains and lifting tackle not in frequent use shall, subject to the Chief Inspector's approval, be annealed only when necessary. Particulars of such anneaiing shall be entered in a register (Form No. 33) prescribed under Rule 55C.

55F. Nothing in the foregoing Rule 55E shall apply to the following classes of chains and lifting tackles :—

(i) Chains made of malleable cast iron ;

(ii) Plate link chains ;

(iii) Chains, rings, hooks, shackles and swivels made of steel or of an non-ferrous metal.

(iv) Pitched chains, working or sprocket or pocketed wheels.

(v) Rings, hooks, shackles and swivels permanently attached to pitched chains, pulley blocks or weighing machines.

(vi) Hooks and swivels having screw threaded parts or ball bearing or other case hardened parts.

(vii) Socket shackles secured to wire ropes by white metal capping.

(viii) Bordeaus connections.

(ix) Such chains and lifting tackle shall be thoroughly examined by a competent person once at least in every twelve months and particulars entered in Form No. 33.

55G. All lifting machines, chains, ropes and lifting tackle, except a fibre rope or fibre rope sling, which have been lengthened, altered or repaired by welding or otherwise, shall before being taken into use again, be adequately

re-tested and re-examined by a competent person and a certificate of such test and examination be obtained, and particulars entered in the register kept in accordance with Rule 55C.

55H. No person under 18 years of age and no person who is not sufficiently competent and reliable shall be employed as driver of a lifting machine whether driven by mechanical power or otherwise, or to give signals to a driver.

55I. *Passage ways for cranes.*—(i) To provide access to rail tracks of over-head travelling cranes suitable passage-ways of at least 50 cm. (20 in.) width with toe-boards and double hand rails 90 cm. (3 ft.) high shall be provided alongside, and clear of, the rail tracks of over-head travelling cranes, such that no moving part of the crane can strike persons on the ways, and the passage-way shall be at a lower level than the crane track itself. Safe access ladders shall be provided at suitable intervals to afford access to these passage-ways and from passage-ways to the rail tracks.

55J. The State Government may in writing exempt any existing factory from the provisions of sub-rule (i) if by virtue of the construction of the factory it is impossible to privide such a passage-way ".

56. *Prescribed under sub-section* (2) *of Section* 31—*Pressure Plant.*—(1) Every plant or machinery other than the working Cylinders of prime movers used in a factory, and operated at a pressure greater than atmospheric pressure, shall be :—

(*a*) of good construction, sound material, adequate strength and free from any patent defect ;

(*b*) Properly maintained in safe conditions.

(*c*) fitted with—

(i) a suitable safety valve or other effective device to ensure that the maximum permissible working pressure of the vessel shall not be exceeded ;

(ii) a suitable pressure guage easily visible and designed to show, at all times, the correct internal pressure in K.G. per square c.m. and marked with a prominent red mark at the safe working pressure of the vessel ;

(iii) a suitable stop valve or valves by which the part may be isolated from other vessels or sources of supply of pressure ;

(iv) a suitable drain cock or valve at the lowest part of the vessel for the discharge of the connected liquid.

(*d*) Thoroughly examined by a competent person :—

(1) Externally, once in every period of six months, to ensure general condition of the vessel and the working of its fittings, and,

(2) internally, once in every period of twelve months, to ensure condition of the walls, seems and ties, both inside and outside the vessel, soundness of the parts of the vessel, and the effects of corrosion. If by reason of construction of the vessel, a thorough internal examination is not possible, this examination may be replaced by hydraulic test which shall be carried out once in every two years. Provided that the vessels in continuous processes which cannot be frequently opened, the period of internal examination may be extended to four years.

(3) hydraulically tested at intervals of not more than four years provided that in respect of pressure vessels with thin walls such as sizing cylinders made of copper or any other non-ferrous metal ; periodical hydraulic test may be dispensed with on the condition that the requirements laid down in clause (2) are fulfilled :

Provided that it shall be sufficient for the purpose of clause (*a*) if the safety valve, pressure guage and stop valve

are mounted on a pipe line immediately adjacent to the vessel and where there is a range of two or more similar vessels in a plant served by the same pressure lead, only one set of such mountings need be fitted provided they cannot be isolated.

(2) (a) In respect of pressure vessels of thin walls, such as sizing cylinders made of copper or any other non-ferrous metal the safe working pressure shall be reduced at the rate of 5 per cent of the original working pressure for every year of its use after the first five years and no such cylinder shall be continued to be used for more than twenty years after it was first taken into use.

(*b*) If no information as to the date of construction, thickness of walls and safe working pressure is available the age of the sizing cylinder shall be determined by a competent person in consultation with the Chief Inspector from any other particulars available with the Manager.

(*c*) Every new and second hand cylinder of thin walls to which repairs, which may affect its safety have been carried out shall be tested before use to at least one and a half times its working pressure.

(3) Every vessels other than parts of a prime mover, operated at a pressure greater than atmospheric pressure and not so constructed as to withstand with safety the maximum permissible working pressure at the source of supply, or the maximum pressure which can be obtained in the pipe connecting the vessel with any other source of supply shall be fitted with a suitable reducing valve or other suitable automatic device to prevent the safe working pressure of the vessel being exceeded.

(4) In cases owing to the nature of the process of the action of tht contents of the vessel, a pressure guage or safety valve or both cannot work reliably, a tested and reliable working thermometer with a sufficient large scale, on which shall be clearly marked the Maximum permissible temperature in the vessel or pyrometers or ruptpre discs in

addition to the pressure guage and safety valve may be fitted as may be directed by the Chief Inspector.

(5) If during thorough examination, doubt arises as to the ability of vessel to work safely until the next examination provided for in these Rules, then the competent person shall enter in the register prescribed a reasoned statement to authorise the vessel for further work subject to a lowering of pressure or to a more frequent inspection or subject to both of these requirements.

(6) No vessel which has undergone alterations or repairs shall be taken into use unless it is thoroughly examined by a competent person.

(7) A report of the result of every examination made shall be completed in the prescribed Form 7 and signed by the person making the examination and shall be kept available for perusal by an Inspector at any time while the vessel is in service.

(8) No vessel which has previously been used shall be taken into use in any factory for the first time in the factory until it has been examined and reported in accordance with these Rules and no new vessel shall be taken into use unless there has been obtained from the maker of the vessel, or from a competent person, a certificate specifying the maximum permissible working pressure thereof, and stating the nature of the tests to which the vessel and its fittings (if any) have been subjected, and the certificate is kept available for perusal by an Inspector and the vessel is so marked as to enable it to be identified to which the certificate relates.

(9) Where the report of any examination under this Rule specifies conditions for securing the safe working of a vessel, the vessel shall not be used except in accordance with these conditions.

(10) The competent person, making the report of any examination under this Rule, shall, within seven days of the completion of the examination, send to the Inspector a copy

of the report in every case where the maximum permissible working pressure is reduced, or the examination shows that the part cannot be continued to be used with safety unless certain repairs are carried out immediately or within a specified time.

(11) The requirements of this Rule shall be in addition to and not in derogation of the requirements of any other Act, Rules or Regulations.

(12) Nothing in this Rule shall apply to :—

(*a*) any vessel which comes within the scope of the Indian Boilers Act.

(*b*) metal bottles of cylinders used for the storage or transport of compressed gases or liquified or dissolved gases under pressure.

(13) The Chief Inspector may exempt, stipulating such conditions if necessary, any or all Pressure vessels from any or all the rules above if he has reason to believe that the construction or use of this Vessel is such that the inspection provisions are not necessary or are not practicable."

56A. *Water sealed Gasholder.*—(1) The expression "gasholder" means a water-sealed gasholder which has a storage capacity of not less than 141.5 cubic meters (5,000 cft.).

(2) Every gasholder shall be of adequate material and strength, sound construction and properly maintained.

(3) Where there is more than one gasholder in the factory every gasholder shall be marked in a conspicuous position with a distingushing number or letter.

(4) Every gasholder shall be thoroughly examined externally by a competent person at least once in a period of 12 months.

(5) In the case of gasholder of which any lift has been in use for more than 10 years the internal state of the sheeting shall, within one year of the coming into operation of

thtse rules and thereafter at least once in every period of four years, be examined by a competent person by means of electronic or other accurate devices :

Provided that if the Chief Inspector is satisfied that such electronic or other accurate devices are not available he may permit the cutting of samples from the crown and the sides of the holder :

Provided, further, that if the above inspection raises a doubt, an internal visual examination shall be made.

(6) All possible steps shall be taken to prevent or minimise ingress of impudities in the gasholder.

(7) No gasholder shall be repaired or demolished except under the direct supervision of a person who, by his training and experience and his knowledge of the necessary precautions against risks of explosion and of persons being overcome by gas, is competent to supervise such work.

(8) (i) All sample discs cut under sub-rule 5 above, shall be kept readily available for inspection.

(ii) A permanent register in Form 36 duly signed by the occupier or manager shall be maintained giving the following particulars :—

(*a*) The serial number of the gasholder, *vide* Rule 3 above and the particulars of manufacture, *i.e.*, maker's name, date of manufacture, capacity, number of lifts, pressure, thrown by holder when full of gas.

(*b*) The date of inspection carried out as required under Rules 4 and 5 above and by whom carried out,

(*c*) The method of inspection used,

(*d*) Date of painting, etc.,

(*e*) Nature of repairs and name of persons carrying out repairs, and

(*f*) Remarks.

(iii) The results of examinations by a competent person carried out under sub-rules 4 and 5 shall be in the Form No. 37.

(9) The Inspector of Factories shall inspect the gas-holder at least once in a period of 12 months.

57. *Prescribed under sub-section* (2) *of Section* 34—*Excessive Weights.*—(1) No woman or young person shall unaided by another person lift, carry or move, by hand or on head, any material, articles, tool or appliance exceeding the maximum weight set out in the following schedule :—

SCHEDULE

Person		*Maximum Weight*
(a) Adult Female	..	30 K.G.
(b) Adoloscent Male	..	30 K.G.
(c) Adoloscent Female	..	20 K.G.
(d) Male Child	..	16 K.G.
(e) Female Child	..	14 K.G.

(2) No woman or young person shall engage, in conjunction with others, in lifting, carrying or moving by hand or on head, any material, article, tool or applieance, if the weight thereof exceeds the lowest weights fixed by the Schedule to sub-rule (1) for any of the persons engaged, multiplied by the number of persons engaged.

58. *Prescribed under Section* 35—*Protection of Eyes.*—Effective screens or suitable goggles shall be provided for the protection of persons employed in or in the immediate vicinity of the following processes :—

(*a*) the processes specified in Schedule I annexed hereto, being processes which involve risk or injury to the eyes from particles or fragments thrown in the course of the process.

(*b*) the processes specifitd in Schedule II annexed hereto, being processes which involve risk of injury to the eyes by reason of exposure to excessive light.

SCHEDULE I.

Dry grinding of metal or articles of metal applied by hand to a revolving wheel or disc driven by mechanical power. Turning (external or internal) of non-ferrous metals or of cast iron or articles of such metals or such iron where the work is done dry, other than precision turning where use of goggles or a screen would seriously interfere with the work or turning by means of hand tools.

Welding or cutting of metals by means of an electric oxyacetylene or similar process.

The following processes when carried on by means of hand tools or other portable tools :—

Fettling of metal involving the removal of metal cutting out or cutting of cold rivets or bolts from boilers or other plant or from ships.

Chipping or scaling of boilers or ships plates.

Breaking or dressing of stone, concrete or slag.

Wood working machines and power forges.

SCHEDULE II.

Welding or cutting of metals by means of an electric oxyacetylene or similar process.

All processes in connection with glass melting furnaces.

59. *Prescribed under sub-section 6 of Section* 36.—*Minimum Diamensions of Manholes.*—Every chamber, tank, vat, pipe, flue or other confined spaces which persons may have to enter and which may contain dangerous fumes to such an extent as may involve risk of the person being overcome thereby, shall unless there is other effective means of egress, be provided with a manhole which may be rectangular, oval or circular in shape and which shall :—

(*a*) in the case of a rectangular or oval shape, be not less than 40 cm. long and 30 cm. wide.

(*b*) In the case of a circular shape, be not less than 40 cm. in diameter.

60. *Prescribed under sub-section 5 of Section 37.*—*Exemptions.*—The requirements of sub-section (4) of Section 37 shall not apply to the following processes carried on in any factory :—

(*a*) the operation of repairing a water-sealed gasholder by the electric welding process subject to the following conditions :—

(i) the gasholder shall contain only the following gases, separately or mixed at a pressure greater than atmospheric pressure, namely, town gas, coke oven gas, producer gas, blast furnace gas, or gases, other than air, used in their manufacture :

Provided that this exemption shall not apply to any gasholder containing acetylene or mixture of gases to which acetylene has been added intentionally.

(ii) Welding shall only done by the electric welding process and shall be carried out by experienced operatives under constant supervision of a competent person.

(*b*) The operations of cutting or welding steel or wrought iron gas mains and services by the application of heat, subject to the following conditions :—

(i) The main or service shall be situated in the open air and it shall contain only the following gases, separately or mixed at a pressure greater than atmospheric pressure namely, town gas, coke oven gas, producer gas, blast furnace gas, or gases, other than air, used in their manufacture.

(ii) the main or service shall not contain acetylene or any gas or mixture of gases to which acetylene has been added intentionally.

(iii) the operation shall be carried out by an experienced person or persons and at least two persons (including those carrying out the operations) experienced in work on gas mains and over 18 years of age shall be present during the operation.

(iv) the site of the operation shall be free from any inflammable or explosive gas or vapour.

(v) where acetylene gas is used as a source of heat in connection with an operation, it shall be compressed and contained in a porous substance in a cylinder; and

(vi) prior to the application of any flame to the gas main or service, this shall be pierced or drilled and the escaping gas ignited,

(c) The operation of repairing an oil tank on any ship by the Electric Welding process, subject to the following conditions:—

(i) The only oil contained in the tank shall have a flash point of not less than 150°F (close test) and a certificate to this effect shall be obtained from a competent analyst;

(ii) The analyst's certificate shall be kept available for inspection by an Inspector or by any person employed or working on the ship;

(iii) The welding operation shall be carried out only the exterior surface of the tank at a place (*a*) which is free from oil or oil leakage in inflammable quantities and (*b*) which is not less than one foot below the nearest part of the surface of the oil within the tank; and

(iv) Welding shall be done only by the electiric welding and shall be carried out by exprienced operatives under the constant supervision of a competent person.

61. *Prescribed under sub-section* (1) *of Section* 38.—*Means of Escape in case of fire.*—(1) Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein, and without prejudice to the generality of the foregoing :—

(*a*) Each room of a factory building shall in relation to its size and the number of persons employed in it be provided with an adequate number of exits for use in case of fire though not necessarily confined to such use, so positioned that each person will have a reasonably free and unobstructed passage from his workplace to an exit.

(*b*) No exit intended for use in case of fire shall be less than 1.2 meters in width nor less than 2 meters in height.

(*c*) In the case of a factory building or part of a factory building of more than one storey and in which not less than twenty persons work at any one time, there shall be provided at least one substantial stairway permanently constructed either inside or outside the building and which affords direct and un-impeded access to ground level.

(*d*) In the case of a factory building or part of a factory building in which twenty or more persons work at any one time above the level of the ground floor, and wherein explosive or highly inflammable materials are used or stored, or which is situated below ground level, the means of escape shall include at least two separate and substantial stairways permanently constructed either inside or outside the building and which afford direct and unimpeded access to ground level.

(*e*) Every stairway in a factory which affords a means of escape in case of fire shall be provided

with a substantial handrail which if the stairway has an open side shall be on that side and if the stairway has two open sides, such handrail shall be provided on both sides.

(2) In the case of a building constructed or converted for use as a factory after the date of the passing of the Act the following additional requirements shall apply :—

(*a*) at least one of the stairways provided shall be of fire resisting materials ;

(*b*) Every hoist-way or lift-way inside a factory building shall be completely enclosed with fire resisting materials and all means of access to the hoist or lift shall be fitted with doors of fire resisting materials :

Provided that any such hoist-way or lift-way shall be enclosed only at the top by some material easily broken by fire or be provided with a vent at the top.

(*c*) No fire escape stair shall be constructed at an angle greater than 45° from the horizontal.

(*d*) No part of a factory building shall be farther (along the line of travel) than 45 meters from any fire escape stair.

(*e*) No stairway shall be less than 1.14 meters in width.

(3) *A. Explanation.*—For the purpose of this Rule, "Fire-resisting Material" means :—

(*a*) properly constructed brick work not less than 12 cms. in thickness ; or

(*b*) concrete not less than 7.5 cms. in thickness ; or

(*c*) efficiently joined breeze slabbing not less than 7.5 cms. in thickness ; or

(*d*) glass not less than 6.35 mm. in thickness in the centre of which wire mesh is embedded ; or

(*e*) wood completely and securely covered on both sides with compressed asbestos not less than 6.35 mm. in thickness; or

(*f*) iron or steel; or

(*g*) any other material approved in writing by the Chief Inspector.

B. In every factory building in which workers are ordinarily employed and which is more than one storey high and which has a floor area of more than 93 sq.m. other than those which:—

(*a*) are entirely of fire proof construction, and

(*b*) contain no fittings or equipment of wood or other inflammable material, and in which;

(*c*) no inflammable material is stored or used, the manager shall provide fire extinguishing apparatus as follows:—

(i) Buckets at a rate of not less than one for every 140 sq.m. of floor area subject to a minimum of one extinguisher on any floor having an area in excess of 93 sq.m.

(ii) chemical extinguishers at the rate of not less than one for every 557 sq.m. of floor area subject to a minimum of one extinguisher on any floor having an area in excess of 93 sq.m.

C. Every bucket provided under clause B of sub-rule (3) shall:—

(*a*) be of not less than 9.1 litres capacity of substantial make, shall have its base so pointed or rounded that it cannot stand upright on a flat surface and shall be painted scarlet on the outside, and

(*b*) be kept in a position approved by the Inspector, and shall be used for no other purpose than fire extinction, and

(*c*) at all times be kept full of water, except where the principal fire risk arises from oil or spirit when it shall be kept full of sand or mixture or saw-dust and soda.

D. Every chemical extinguisher provided under clause B of sub-rule (3) shall be in accordance with sub-rule (4) and shall be kept properly mounted in a position approved by the Inspector :—

Provided that in the case of—

(*a*) any single storey building in which the Chief Inspector deems the risk of injury to the workers from an outbreak of fire to be negligible, or

(*b*) a building for which is provided ample and constantly available supply of water at a head sufficient to through a jet from the ground to the highest point of the building, together with sufficient hydrants, hose and nozzles, or

(*c*) a building or room sufficiently equipped with a sprinkling or drenching apparatus approved by any recognised association of fire insurance companies or under-writers,

the Chief Inspector may by order in writing exempt the manager from all or any of the provisions of this sub-rule in respect of that building or room on such conditions as he may think fit.

(4) *A*. Every chemical fire extinguisher provided under sub-rule (3) shall—

(*a*) have a capacity of not less than 9.1 litres and shall be of a make approved by a recognised association or fire insurance companies or under-writers, and

(*b*) be kept charged and ready for use, properly mounted in a position approved by the

Inspector and accompanied by the maker's printed instructions for its use, and

(*c*) be examined, tested or discharged periodically in accordance with the maker's recommendations.

B. In every factory in which chemical fire extinguishers are provided, the manager shall provide and retain in safe keeping spare charges at the rate of one for each extinguisher of any one type, subject to a minimum of two spare charges for each type of extinguisher provided.

(5) *Special provision for match factories*.—In Match factories—

(i) the residue of the head composition shall not in any way be mixed with the residue of friction composition ;

(ii) the rooms comprising the two mixing departments namely, (*a*) head composition, and (*b*) friction composition, shall be entirely separated from each other and the drains from these two departments shall be kept entirely separate ;

(iii) rubbish containing the residues of the head composition and friction composition shall be kept and burnt separately ;

(iv) departments in which completed matches (matches with heads on) are stored shall be separated from all other departments by means of fire-proof walls and doors providing adequate means of escape in case of fire, provided that the Chief Inspector may, subject to such conditions as he may deem necessary exempt any factory in existence on 1st January, 1935 from the provisions of this clause ;

(v) splints, veneers and other materials required in excess of the quantity required for the day's manufacture shall be kept in separate rooms of the factory where no manufacturing

process is carried on. No manufactured material shall be stored anywhere in the factory compound for more than five days after the manufacture except in the storage godown :

Provided that nothing contained in this clause shall apply to splints and veneers in cases stored in peeling and box-making departments ;

(vi) store rooms for matches shall be entirely separated by fire-proof walls from the buildings used for manufacture.

Buildings and Structures.—No buildings, wall, chimney, bridge, road, gallery, stairway, ramp, floor, platform, staging or structure whether of a permanent or temporary character shall be constructed, situated or maintained in any factory, in such manner as to cause risk of bodily injury.

Railways.—No railway or other electrical or mechanical means of transport within the precincts of factory. shall be constructed, situated, operated or maintained in such a manner as to cause risk or bodily injury :

Provided that the Inspector shall not accept any such Railway or means of transport if it is so designed, maintained or operated as to contravene the provisions of any other Act.

Machinery and Plant.—No machinery, plant, or equipments shall be constructed, situated, operated or maintained in any factory in such a manner as to cause risk of bodily injury.

Methods of work.—No process of work shall be carried on in any factory in such a manner as to cause risk of bodily injury.

Stocking and storing of materials, etc.,—No material or equipment shall be stocked or stored in such a manner as to cause risk of bodily injury.

Tight fitting cloth.—A Dhoti wrapped around the body in any manner shall not be deemed to be tight fitting cloth ing within the meaning sub-section (1) of Section 22.

61-A. *Fire Fighting Apparatus and Water Supply.*— (1) In every factory there shall be provided and maintained the following fire fighting equipment :—

(*a*) Two fire buckets of not less than 2 gallon capacity for every 1,000 sq.ft. of floor area subject to minimum of four buckets on each floor.

(*b*) Every bucket provided under this sub-rule shall—

(i) conform to appropriate Indian Standards Specification ;

(ii) be kept in a position approved by the Inspector and shall be used for no other purpose than fire extinguishing ; and

(iii) at all times be kept full of water, but if the principal fire risk arises from inflammable liquid or other substances where water cannot be used, it shall be kept full of clear fine, dry sand, stone dust or other inert material :

Provided that where the Chief Inspector is of the opinion that other adequate fire fighting apparatus is provided in the factory building or room, he may issue a certificate in writing (which he may at his discretion revoke) specifying the extent to which the above requirements are relaxed in respect of that building or room.

(2) In every factory, adequate provision of water supply for fire fighting shall be made and where the amount of water required in gallons per minute, as calculated from the formula A+B+C+D divided by 1,000, is 120 gallons or more, power driven trailer pumps of adequate capacity to meet the requirement of water as calculated above shall be provided and maintained.

In the above formula,—

A=the total area in sq.ft. of all floors including galleries in all buildings of the factory ;

B = the tital area in sq.ft. of all floors and galleries including open spaces in which cumbustible materials are handled or stored ;

C = the total area in sq.ft. of all floors over 50 feet above ground level ; and

D = the total area in sq.ft. of all floors of all buildings other than those of fire resisting construction :

Provided that in areas where the fire risk involved does not require use of water, such areas under B, C or D may, for the purpose of calculation, be halved :

Provided further that where the areas under B, C or D are protected by permanent automatic fire-fighting installations approved by any fire association or fire insurance company, such areas may, for the purpose of calculation, be halved :

Provided also that where the factory is situated at not more than 2 miles from an established city or town fire services, the pumping capacity based on the amount of water arrived at by the formula above may be reduced by 25 per cent but no account shall be taken of this reduction in calculating water supply required under sub-rule 7.

(3) Each Trailer Pump shall be provided with equipment as per Schedule A. Such equipment shall conform to Indian Standards specifications wherever they exist.

(4) Trailer pumps shall be housed in a separate shed/sheds which shall be sited close to a principal source of water supplies in the vicinity of the main risks of the factory.

(5) In factories where the area is such as cannot be reached by man-hauling or trailer pumps within reasonable time, vehicles with towing attachment shall be provided at the scale of one for every four trailer pumps with a minimum of one such vehicle kept available at all times.

(6) Water supply shall be provided to give flow of water as required under sub-rule (2) for at least 100 minutes.

At least 50 per cent of this water supply or 1 lakh gallons whichever is less, shall be, in the form of static tanks of adequate capacities (not less than 10,000 gallons each) distributed round the factory, with due regard to the potential fire risks in the factory. (Where piped supply is provided, the size of the mains shall not be less than 6" diameter and it shall be capable of supplying minimum of 1,000 gallons per minute at a pressure of not less than 10 lbs. per square inch).

(7) (*a*) In factories having more than 1,000 sq.ft. floor area and where fire may occur due to combustible materials other than inflammable liquids, electrical equipment and ignitable metals, soda acid or equivalent type of portable extinguishers at the rate of one for every 5,000 sq.ft. area spaced at not more than 100 ft. apart subject to the minimum of one extinguisher shall be provided in addition to fire buckets required under sub-rule (1).

(*b*) In factories where fires may occur due to inflammable liquids or grease or paint, the extinguishers to be provided at the scale laid down in clause (*a*) shall consist of foam, carbon, tetrachloride, dry powder, carbondioxide, chlorobromemethane or other equivalent type.

(*c*) In factories where fires may occur due to electrical equipment, the extinguisher to be provided at the scale laid in clause (*a*) shall consist of carbondioxide, dry power, carbon tetrachloride or equivalent types.

(*d*) In factories where fires may occur due to magnesium alluminium or zinc dust or shavings of other ignitable metals the use of liquids, carbondioxide and foam type extinguishers shall be prohibited and an ample supply of clean, fine, dry sand, stone dust or other inert material shall be kept ready for segregating such fires.

(*e*) Every type of portable fire extinguisher shall be kept mounted in a position approved by the Inspector :

Provided that where the Chief Inspector is of the opinion that other adequate fire fighting apparatus or permanent automatic fire fighting installations approved by

any recognised Fire Association or Fire Insurance Company, are provided in the factory building or room, he may issue a certificate in writing (which he may at his discretion, revoke) specifying the extent to which the above requirements are relaxed in respect of that building or room.

(8) (*a*) Every protable fire extinguisher to be provided under sub-rule (9) shall:—

(i) conform to the appropriate Indian Standards Specifications,

(ii) be kept charged ready for use, properly mounted in a position approved by the Inspector and accompanied by the maker's printed instruction for its use, and

(iii) be examined, tested or discharged periodically in accordance with the makers recommendation.

(*b*) The manager of every factory shall keep and maintain sufficient number of spare charges for each type of extinguisher provided in the factory with a minimum of 12 spare charges always in stock and readily available.

(9) Each factory shall detail a trained officer, who shall be responsible for the proper maintenance and upkeep of all fire fighting equipments.

SCHEDULE A

(A) Equipment for Trailer Pumps

For light trailer pump (120—150 *g.p.m.*)

30 ft. length of armoured suction hose, with wrenches.
1 Metal suction strainer
1 Basket strainer
1 Two-way suction collecting-head
1 suction adaptor
10 75-ft. length of unlined 2½ inches delicvery hose complete with quick release couplings.
1 Dividing Breeching-piece
2 Branch-piece with 5/8 in. nozzles
1 Diffuser Nozzle
1 Standpipe with blank cap

1 Hydrant key
4 Collapsible canvas buckets
1 Fire hook, (Preventor) with cutting edge
1 C.T.C. Extinguisher $\frac{1}{4}$ gallon capacity
1 100 ft. length of 1-in. manila rope
1 30-ft. extension ladder (where necessary).
1 Heavy axe
1 spade
1 Pick Axe
1 Crowbar
1 Saw
1 Hurricane lamp
1 Electric Torch
1 pair Rubber Gloves

(B) For large trailer Pump (350 –500 *g.p.m.*).

30 ft. length of armoured suction hose, with wrenches.
1 Metal strainer
1 Basket strainer
1 Three-way suction collecting-head
1 Suction adaptor
14 75 ft. lengths of unlined canvas 2½ inch delivery hoses complete with quick-release couplings.
1 Living breeching-piece
1 Collecting breeching-piece
4 Branch pipes with one 1 inch, two $\frac{3}{4}$ inch and one diffuser nozzles.
2 Standpipe with blank caps
2 Hydrant keys
6 Collapsible canvas buckets
1 Ceiling hook (Preventor) with cutting edge
1 C.T.C. Extinguisher $\frac{1}{4}$ gallon capacity
1 100-ft. length of 2 inch manila rope
1 30 ft. extension ladder (where necessary).
1 Pair Rubber Gloves
1 Heavy axe
1 Spade
1 Pick Axe
1 Crowbar
1 Saw
2 Hurricane Lamps
1 Electric Torch

Note :—If it appears to the Chief Inspector of Factories that for any factory the provision of breathing apparatus is necessary he may by order in writing require the occupier to provide suitable breathing apparatus in addition to the equipment for light trailer pump or large trailer pump as the case may be.

61B. *Prescribed under sub-section 7 of Section 38.—Means of escape for Cotton Ginning Factories.*—Notwithstanding anything contained in Rule 61, cotton ginning factories shall be provided with at least two suitable earthern ramps or two flights of stairs made of brick work or other fire resisting material.

61C. *Prescribed under Section 41—Ladder.*—All ladders used in replacing belts shall be specially made and reserved for that work and provided with hooks or an effective non-skid device. Ladders provided with hooks must have hooks fitted in such suitable position that they rest on the shaft when the bottom of the ladder is resting on the floor.

61D. *Protection of workers attending to Prime movers.*—(1) In every factory the work of oiling or attending to prime movers shall be done only by a specially trained adult male worker authorised to do such work whose name has been recorded in the register maintained in Form 34.

(2) Every such person while oiling or attending to a prime mover shall wear tight fitting clothing.

(3) A worker required to wear tight fitting clothing under sub-rule (2) shall be provided by the occupier with clothing which shall consist of at least a pair of tightly fitting shirts and a tightly fitting half-sleeved shirt or vest. Such clothing shall be returned to the occupier on termination of service or when new clothing is provided.

CHAPTER V

Welfare

62. *Rule prescribed under sub-section 2 of Section 42—Washing Facilities.*—(1) There shall be provided and maintained in every factory for the use of employed persons adequate and suitable facilities for washing which shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

Without prejudice to the generality of the foregoing provisions the washing facilities shall include.

(a) a trough with taps or jets intervals of not less than 61 cms., or

(*b*) wash-basins with taps attached thereto, or

(*c*) Taps on stand-pipes, or

(*d*) showers controlled by taps, or

(*e*) circular trough of the fountain type, provided that the Inspector may, having regard to the needs and habits of the workers, fix the proportion in which the aforementioned types of facilities shall be installed.

(3) (*a*) every trough and basin shall have a smooth impervious surface and shall be fitted with a waste-pipe and plug.

(*b*) the floor of ground under and in the immediate vicinity of every trough, tap, jet, wash-basin, stand pipe and shower shall be so laid or finished as to provide a smooth impervious surface and shall be adequately drained.

(4) For person whose work involves contact with any injurious or noxious substance there shall be at least one tap for every fifteen persons; and for persons whose work does not involve such contact the number of taps shall be as follows:—

Number of workers	Number of taps
Up to 20 ...	1
21 to 35 ...	2
36 to 50 ...	3
51 to 150 ...	4
151 to 200 ...	5
Exceeding 200 but not exceeding 500 ...	5 *plus* one tap for every 50 or fraction of 50.
Exceeding 500 ...	11 *plus* one tap for every 100 or fraction of 100.

(5) If female workers are employed, separate washing facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass. The entrance to such facilities shall bear conspicuous notice in the language understood by the majority of the workers "For Women only" and shall also be indicated pictorially.

(6) The water supply-to the washing facilities shall be capable of yielding at least 27 litres a day for each person employed in the factory and shall be from a source approved in writing by the Health Officer; Provided that where the Chief Inspector is satisfied that such an yield is not practicable he may by certificate in writing permit the supply of a smaller quantity not being less than 4.54 litres per day for every person employed in the factory:—

62A. *Facilities for storing and drying clothing.*—*All* classes of factories mentioned in the Schedule annexed hereto, shall provide facilities for keeping clothing not worn during working hours and for the drying of wet clothing. Such facilities shall include the provisions of separate rooms, Chief Inspector.

SCHEDULE

Engineering Workshops
Iron and Steel Works
Oil Mills,
Chemical Factory
Automobile workshops
Tanneries.

63. *Prescribed under sub-section* (1) *of Section* 45—*First Aid Appliance.*—The first aid boxes or cupboards shall be distinctively marked with a red cross on a white ground and shall contain the following equipment:—

(A) For factories, in which the number of persons employed does not exceed ten, or (in the case of Factories

in which mechanical power is not used) does not exceed fifty persons—Each First Aid Box or cupboard shall contain the following equipment :—

(i) Six small sterilized dressings.
(ii) Three medium size sterilized dressings.
(iii) Three large size sterilized dressings.
(iv) Three large size sterilized burn dressings.
(v) One (30 CC) bottle containing a two per cent alcoholic solution of iodine.
(vi) One (30 CC) bottle containing sal-volatile having the doze and mode of administration indicated on the lable.
(vii) A snake-bite lancet.
(viii) One (30 CC) bottle of potassium permanganate crystals.
(ix) One pair scissors.
(x) One copy of the first aid leaflet issued by the Chief Adviser, Factories, Government of India.
(xi) Eye Drops.

(B) For factories, in which mechanical power is used and in which the number of persons employed exceeds ten but does not exceed fifty—Each Frst Aid Box or Cupboard shall contain the following equipments :—

(i) Twelve small sterilized dressings.
(ii) Six medium size sterilized dressings.
(iii) Six large size sterilized dressings.
(iv) Six large size sterlized burn dressings.
(v) Six (14 grams) packets sterilized cotton wool.
(vi) Six (60 CC) bottle containing a two per cent alcoholic solution of iodine.
(vii) One (60 CC) bottle containing sal-volatile having the dose and mode of administration indicated on the lable.
(viii) One roll of adhesive plaster.
(ix) A snake-bite lancet.

(x) One (30 CC) bottle of potassium permanganate crystals.
(xi) One pair of scissors.
(xii) One copy of first Aid leaflet issued by the Chief Adviser, Factories, Government of India.
(xiii) Eye drops.

(C) For factories employing more than fifty persons.—Each First Aid Box or cupbord shall contain the following equipment :—

(i) Twenty-four small sterilized dressings.
(ii) Twelve medium size sterilized dressings.
(iii) Twelve large size sterilized dressings.
(iv) Twelve large size sterilized burn dressings.
(v) Twelve (14 grams) packets sterilized cotton wool.
(vi) A snake bite lancet.
(vii) One pair scissors.
(viii) Two (30 CC) bottles of potassium permanganate crystals.
(ix) One (120 CC) bottle containing a two per cent alcoholic solution of iodine.
(x) One (120 CC) bottle of sal-volatile having the dose and mode of administration indicated on the lable.
(xi) One copy of the First-Aid leaflet issued by the Chief Adviser, Factories, Government of India.
(xii) Twelve roller bandages, 10 cm. wide.
(xiii) Twelve roller bandages, 5 cm. wide.
(xiv) Two rolls of adhesive plaster.
(xv) Six triangular bandages.
(xvi) Two packets of safety pins.
(xvii) A supply of suitable splints.
(xviii) One tournequet.
(xix) Eyedrops.
(xx) Aspirin (5 Gr. Tablets).
(xxi) Ointment for burns.
(xxii) A suitable surgical antiseptic solution.

(x) One (30 CC) bottle of potassium permanganate crystals.
(xi) One pair of scissors.
(xii) One copy of first Aid leaflet issued by the Chief Adviser, Factories, Government of India.
(xiii) Eye drops.

(C) For factories employing more than fifty persons.—Each First Aid Box or cupbord shall contain the following equipment :—

(i) Twenty-four small sterilized dressings.
(ii) Twelve medium size sterilized dressings.
(iii) Twelve large size sterilized dressings.
(iv) Twelve large size sterilized burn dressings.
(v) Twelve (14 grams) packets sterilized cotton wool.
(vi) A snake bite lancet.
(vii) One pair scissors.
(viii) Two (30 CC) bottles of potassium permanganate crystals.
(ix) One (120 CC) bottle containing a two per cent alcoholic solution of iodine.
(x) One (120 CC) bottle of sal-volatile having the dose and mode of administration indicated on the lable.
(xi) One copy of the First-Aid leaflet issued by the Chief Adviser, Factories, Government of India.
(xii) Twelve roller bandages, 10 cm. wide.
(xiii) Twelve roller bandages, 5 cm. wide.
(xiv) Two rolls of adhesive plaster.
(xv) Six triangular bandages.
(xvi) Two packets of safety pins.
(xvii) A supply of suitable splints.
(xviii) One tournequet.
(xix) Eyedrops.
(xx) Aspirin (5 Gr. Tablets).
(xxi) Ointment for burns.
(xxii) A suitable surgical antiseptic solution.

(D) In lieu of the dressings required under items (i) and (ii) there may be substituted adhesive wound dressings approved by the Chief Inspector of Factories.

64. *Prescribed under sub-section* (3) *of Section* 45—*Ambulance Room.*—(1) The Ambulance Room or dispensary shall be in charge of a qualified Medical Practitioner assisted by at least one qualified nurse and such subordinate staff as the Chief Inspector may direct.

(2) The Ambulance Room or dispensary shall be separate from the rest of the factory and shall be used only for the purpose of first aid treatment and rest. It shall have a floor area of at least 23 square m. and smooth (hard and impervious walls and floor and shall be adequately ventilated and lighted by both natural and artificial means. An adequate supply of wholesome drinking water shall be laid on and the room shall contain at least :—

(i) A glazed sink with hot and cold water always available.
(ii) A table with a smooth top at least 1.83 M.× 1.07 M.
(iii) Means for sterilizing instruments.
(iv) A Couch.
(v) Two stretchers.
(vi) Two buckets or containers with close fitting lids.
(vii) Two rubber hot water bags.
(viii) A kettle and spirit stove or other suitable means of boiling water.
(ix) Twelve plain wooden splints 91 cm.×10 cm.× 6.4 mm.
(x) Twelve plain wooden splints 35 cm.×10 cm.× 6.4 mm.
(xi) Six plain wooden splints 25.4 cm.×5 cm.× 12.7 mm.
(xii) Six woollen blankets.
(xiii) One pair artery forceps.
(xiv) One bottle of brandy.

(xv) Two medium size sponges.
(xvi) Six hand towels.
(xvii) Four "Kedney" trays.
(xviii) Four cakes carbolic soap.
(xix) Two glass tumblers and two wine glasses.
(xx) Two Clinical Thermometers.
(xxi) Graduated measuring glass with teaspoon.
(xxii) One eye bath.
(xxiii) One bottle 0.91 K.G. carbolic lotion 1 in 20.
(xxiv) Three chairs.
(xxv) One screen.
(xxvi) One electric hand torch.
(xxvii) Four first aid boxes or cupboards stocked to the standards prescribed under item C of Rule 63.
(xxviii) An adequate supply of anti-tatanus serum.

(3) The occupier of every factory to which these Rules apply shall, for the purpose of removing serious cases of accident or sickness, provide in the premises and maintain in good condition a suitable conveyance unless he has made arrangements for obtaining such a conveyance from a hospital.

(4) A record of all cases of accidents and sickness treated at the room shall be kept and produced to the Inspector or Certifying Surgeon when required.

65. *Rules 65 to 71 prescribed under Section 46—Canteens.*—(1) The occupier of every factory notified by the State Government, and wherein more than two hundred and fifty workers are ordinarily employed shall provide in or near the factory an adequate canteen according to the standards prescribed in these rules.

(2) The Manager of a factory shall submit for the approval of the Chief Inspector plans and site plan, in duplicate of the building to be constructed or adopted for use as a canteen.

(3) The canteen building shall be situated not less than 15 meters from any latrine, urinal, boiler house, Coal stocks,

ash dumps and any other source of dust, smoke or obnoxious fumes.

Provided that the Chief Inspector may in any particular factory relax the provisions of this sub-rule to such extent as may be reasonable in the circumstances and may require measures to be adopted to secure the essential purpose of this sub-rule.

(4) The canteen building shall be constructed in accordance with the plans approved by the Chief Inspector and shall accommodate at least a Dining Hall, Kitchen, Store Room, Pantry and W shing places separately for workers and for utensils.

(5) In a canteen the floor and inside walls upto a height of 1.2 Meters from the floor shall be made of smooth and impervious material; the remaining portion of the inside walls shall be made smooth by cement plaster or in any other manner approved by the Chief Inspector.

(6) The Doors and Windows of a canteen building shall be of fly-proof construction and shall allow adequate ventilation.

(7) The canteen shall be sufficiently lighted at all times when persons have access to it.

(8) (*a*) In every canteen:—

(i) all inside walls of rooms and all ceilings and passages and staircases shall be limewashed or colour-washed at least once in each year or painted once in three years dating from the period when last lime-washed, or painted, as the case may be;

(ii) all wood work shall be varnished or painted once in three years dating from the period when last varnished or painted;

(iii) all internal structural iron or steel work shall be varnished or painted once in three years dating from the period when last varnished or painted;

Provided that inside walls of the kitchen shall be lime-washed once every four months.

(*b*) Records of dates on which lime-washing, colour-washing varnishing or painting is carried out shall be maintained in the prescribed Register (Form No. 6).

(9) The precincts of the canteen shall be maintained in a clean and sanitary condition. Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance. Suitable arrangement shall be made for the collection and disposal of garbage.

66. *Dining Hall.*—(1) The Dining Hall shall accommodate at a time at least 30 per cent of the workers working at a time :

Provided that in any particular factory or in any particular class of factories, the State Government may by notification in this behalf alter the percentage of workers to be accommodated.

(2) The floor area of the Dining Hall, excluding the area occupied by the service counter and any furniture except tables and chairs, shall be not less than 0.93 sq.m. per diner to be accommodated as prescribed in sub-rule (1).

(3) A portion of the Dining Hall and service counter shall be partitioned off and reserved for women workers in proportion to their number, Washing places for women shall be separate and screened to secure privacy,

(4) Sufficient tables, chairs or benches shall be available for the number of diners to be accommodated as prescribed in sub-rule (1).

67. *Equipment.*—(1) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any other equipment necessary for the efficient running of the canteen. Suitable clean clothes for the employees serving in the canteen shall also be provided and maintained.

(2) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition. A service

counter if provided, shall have a top of smooth and impervious material. Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

(3) Where the canteen is managed by a Co-operative Society registered under the Mysore Co-operative Societies Act, the Occupier shall provide the initial equipment for such canteen and shall undertake that any equipment required thereafter for the maintenance of such canteen shall be provided by such Co-operative Society.

68. *Prices to be charged.*—(1) Food, Drink and other items served in the Canteen shall be sold on a non-profit basis and the prices charged shall be subject to the approval of the Canteen Managing Committee.

(2) Items served in the canteen and their prices shall be conspicuously displayed in the canteen.

69. *Accounts.*—(1) All books of Accounts, registers and any other documents used in connection with the running of the canteen shall be produced on demand to an Inspector of Factories.

(2) The accounts pertaining to the Canteen shall be audited, once every twelve months, by registered accountants and auditors. The balance sheet prepared by the said auditors shall be submitted to the Canteen Managing Committee not later than two months after the closing of the audited accounts :

Provided that the accounts pertaining to a canteen in a Government Factory having its own Accounts Department, may be audited by such Department :

Provided further that where the canteen is managed by a Co-operative Society registered under the Mysore Co-operative Societies Act, the accounts pertaining to such canteen may be audited in accordance with the provisions of the Mysore Co-operative Societies Act.

70. *Canteen Managing Committee.*—(1) The Manager shall appoint a Canteen Managing Committee which shall be consulted from time to time as to :—

(*a*) the quality and quantity of food stuffs to be served in the canteen ;

(*b*) the arrangement of the menus ;

(*c*) times of meals in the canteen ; and

(*d*) any other matter may be directed by the Committee :

Provided that where the canteen is managed by a Co-operative Society registered under the Mysore Co-operative Societies Act, 1948, it shall not be necessary to appoint a Canteen Managing Committee.

(2) The Canteen Managing Committee shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory, provided that in no case shall there be more than 5 or less than 2 workers on the Committee.

(3) The Manager shall determine and supervise the procedure for elections to the Canteen Managing Committee.

(4) The Canteen Managing Committee shall be dissolved by the Manager two years after the last election, no account being taken of a bye-election.

71. Food-stuffs to be served and prices to be charged-while issuing Rules or directions regarding the food-stuffs to be served and the charges to be made therefor, the Chief Inspector of Factories shall take into consideration the menu in vogue in the region concerned and exclude rent for the land and building, interest on the amounts spent on the provision and maintenance of furniture and equipment provided for the canteen, depreciation charges, electric charges and the element of profit. This shall be done in consultation with the Canteen Managing Committee :

Provided that where the canteen is managed by a Co-operative Society registered under the Mysore Co-operative Societies Act, such society may be allowed to include in the charges to be made for the food-stuffs served, a profit upto 5 per cent on its working capital employed in running the canteen.

72. *Prescribed under Section* 47—*Shelters, Rest Rooms and Lunch Rooms.*—(1) This rule shall come into force, in respect of any class or description of factories, on such dates as the State Government may, by notification in the official gazette, appoint in this behalf.

(2) The shelters, or rest rooms and lunch rooms shall conform to the following standards and the manager of a factory shall submit for the approval of the Chief Inspector a site plan in duplicate for the building to be constructed or adopted :—

(*a*) the building shall be soundly constructed and all the walls and roof shall be of suitable heat-resisting materials and shall be water-proof. The floor and walls to a height of 1 Meter shall be so laid or finished as to provide a smooth, hard and impervious surface.

(*b*) The height of every room in the building shall not be less than 3.7 Meters from floor level to the lowest part of the roof and there shall be at least 1.1 square meter of floor area for every person employed. Provided that (i) workers who habitually go home for their meals during the rest periods may be excluded in calculating, the number of workers to be accommodated, and (ii) in the case of factories in existence at the rate of commencement of the Act, where it is impracticable, owing to lack of space to provide 1.1 sq.M. of floor area for each person, such reduced floor area per person shall be provided as may be approved in writing by the Chief Inspector.

(*c*) Effective and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.

(*d*) Every room shall be adequately furnished with chairs or benches with back-rests.

(*e*) Sweepers shall be employed whose primary duty it is to keep the rooms, building and precincts thereof in a clean and tidy condition.

(*f*) Where in any factory washing facilities are not located near the rest or lunch-room a sufficient number of wash basins shall be provided in the lunchroom.

73. *Rules 73–76 prescribed under sub-section* (3) *of Section* 48—*Creches.*—(1) The Creche shall be conveniently accessible to the mothers of the children accommodated therein and so far as is reasonably practicable it shall not be situated in close proximity to any part of the factory where obnoxious fumes, dust or odours are given off or in which excessively noisy processes are carried on.

(2) The building in which the creche is situated shall be soundly constructed and all the walls and roof shall be of suitable heat-resisting materials and shall be water-proof. The floor and internal walls of the creche shall be so laid or finished as to provide a smooth impervious surface.

(3) The height of the rooms in the building shall be not less than 3.7 meters from the floor to the lowest part of the roof and there shall not be less than 1.86 sq.M. of floor area for each to be accommodated.

(4) Effective and suitable provision shall be made in every part of the creche for securing and maintaining adequate ventilation by the circulation of fresh air.

(5) The creche shall be adequately furnished and equipped and in particular there shall be one suitable cot or cradle with the necessary bedding for each child (Provided that for children over two years of age it will be sufficient if suitable bedding is made available), at least one chair or equivalent seating accommodation for the use of each mother while she is feeding or attending to her child,

and a sufficient supply of suitable toys for the older children.

(6) A suitably fenced and shady open air playground shall be provided for the older children ; provided that the Chief Inspector may by order in writing exempt any factory from compliance with this sub-rule if he is satisfied that there is not sufficient space available for the provision of such a playground.

(7) The Chief Inspector may, in respect of factories that do not work for more than 180 days in a year, relax the provisions of sub-section (3) of Section 48.

74. *Washroom.*—(1) There shall be in or adjoining the creche a suitable washroom for the washing of the children and their clothing. The washroom shall conform to the following standards :—

(*a*) the floor and internal walls of the room to a height of 1 meter shall be so laid or finished as to provide a smooth impervious surface. The room shall be adequately lighted and ventilated and the floor shall be effectively drained and maintained in a clean and tidy condition.

(*b*) There shall be at least one basin or similar vessel for every four children accommodated in the creche at any one time together with a supply of water provided, if practicable, through taps from a source approved by the Health Officer. Such source shall be capable of yielding for each child a supply of at least 23 litres of water a day.

(*c*) An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the creche.

(2) Adjoining the washing room referred to above, a septic type latrine shall be provided for the sole use of the

Children in the creche. The design of this latrine and the scale of accommodation to be provided shall be determined by the Health Officer. The creche latrine shall always be kept clean and in a sanitary condition by a sweeper specially employed for the purpose.

75. *Supply of Milk and Refreshment.*—At least 0.38 Litres of clean pure milk shall be available for each child on every day, it is accommodated in the creche and the mother of such a child shall be allowed in the course of her daily work two intervals of at least fifteen minutes to feed the child. For children above two years of age there shall be provided in addition an adequate supply of whole-some refreshment.

76. *Creche Staff.*—(1) For each creche there shall be appointed a women incharge and an adequate number of female attendants to help the woman incharge.

(2) *Qualifications of woman incharge.*—Except as in sub-section (2) of Section 48, no woman shall be appointed under sub-rule (1) as a woman in charge unless she possesses a Nurse's qualifications or produces a certificate that she has undergone training for a period of not less than 18 months in a hospital, maternity home, or nursing home approved in this behalf by the Chief Inspector of Factories.

(3(The provisions of sub-rule (2) shall not apply in the case of a woman who is in-charge of a creche in a factory on.*

(4) *Clothes for creche staff.*—The creche staff shall be provided with suitable clean clothes for use while on duty in the creche.

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*The date when the rules come into force.

CHAPTER VI.

Working Hours of Adults.

77. *Prescribed under sub-section* (2) *of Section* 53.—*Compensatory Holidays.*—(1) Except in the case of workers engaged in any work which for technical reasons must be carried on continuously throughout the day, the compensatory holidays to be allowed under sub-section (1) of Section 53 of the Act shall be so spaced that not more than two holidays are given in one week.

(2) The Manager of the factory shall display, on or before the end of the month in which holidays are lost, a notice in respect of workers allowed compensatory holidays during the following month and of the dates thereof, at the place at which the notice of periods of work prescribed under Section 61 is displayed. Any subsequent change in the notice in respect of any compensatory holiday shall be made not less than three days in advance of the date of that holiday.

(2) Any compensatory holiday or holidays to which a worker is entitled shall be given to him before he is discharged or dismissed and shall not be reckoned as part of any period of notice required to be given before discharge or dismissal.

(4) (*a*) The Manager shall maintain a Register in Form No. 8 :

Provided that, if the Chief Inspector of Factories is of the opinion that any muster roll or Register maintained as part of the routine of the factory or return made by the Manager, gives in respect of any or all of the workers in the factory the particulars required for the enforcement of Section 53, he may, by order in writing, direct that such muster roll or register or return shall, to the corresponding extent, be maintained in place of and be treated as the register or return required under this Rule for that factory.

(*b*) The register maintained under Clause (*a*) shall be preserved for a period of three years after the last entry in it and shall be produced before the Inspector on demand.

(5) Adult workers engaged in factories specified in the Schedule annexed hereto shall be exempted from the provisions of Section 58.

SCHEDULE.

(1) Watch and Ward and Fire protection staff in all factories.

(2) All workers in Newspaper Presses,

(3) All workers in Iron and Steel, Aluminium, Copper and Brass Rolling Mills.

(4) All workers in Hotels and Restaurants.

(5) Workers in public utility transport workshops (where this exemption is considered necessary to by the Chief Inspector).

(6) Any other classes of workers in the auxiliary sections of large factories where steam or electricity is generated or transformed for use in the factory, who may be declared to be so exempted in writing by the Chief Inspector on application by the Manager, in consideration of the essential or continuous nature of the duties involved.

(7) All workers in Tea Factories.

(8) Any special class of workers in any other factory where overlapping shifts are considered necessary by the Chief Inspector.

(6) Such of the workers who are exempted under Section 58 shall wear badges showing the ticket number in distinctive colour supplied by the Manager while at work. A reference of the badges and their colour should be noted in the Register of adult workers and notice of periods of work.

78. *Prescribed under Section* (4) *of Section* 59.—*Muster Roll for exempted factories.*—The Manager of every factory in which workers are exempted under Section 64 or 65 from the provisions of Section 51 or 54 shall keep a muster-roll in Form No. 9, showing the normal piece-work

rate of pay, or the rate of pay per hour, of all exempted employees. In this muster roll shall be correctly entered the overtime hours of work and payments therefor of all exempted workers. The muster roll in Form No. 9 shall always be available for inspection.

57

78-A. *Restrictions of double employment.*—An adult worker may be employed in more than one factory on the same day, with the previous approval of the Inspector, subject to the following conditions:—

(1) He shall not be employed for more than nine hours in all on any one day.

(2) He shall receive a weekly holiday in accordance with the provisions of Section 52.

78-B. The cash equivalent of the advantage accruing through the concessional sale to a worker of foodgrains and other articles shall be computed at the end of every wage period fixed under the provisions of the Payment of Wages Act, 1936.

78-C. For the purpose of computing cash equivalent of the advantage accruing through the concessional sale to a worker of foodgrains and other articles, the difference between the value of foodgrains and other articles at the average rates in the nearest market during the wage period in which overtime was worked and value of foodgrains and other articles supplied at concessional rates shall be calculated and allowed for the number of overtime hours worked.

This Rule shall not apply to any Federal Railway Factory whose alternative method of computation has been approved by the State Government.

78-D. The period of overtime worked shall be entered in overtime slips in duplicate, a copy of which duly signed by the Manager, or by a person duly authorised by him, shall be given to the worker immediately after completion of the overtime work.

79. *Prescribed under sub-section*(8) *of Section* 61.—*Notice of periods of work.*—The notice of periods of work for adult workers shall be in Form No. 10.

80. *Prescribed under sub-section* (2) *of Section* 62.—*Register of Adult Workers.*—The register of Adult Workers shall be in Form No. 11 and shall be maintained in accordance with the following provisions :—

(1) Where a worker is transferred from one group to another, or from one relay to another, the following particulars of his transfer shall be entered against his

(*a*) under the group from which he has been transferred—

(i) the date and actual time of finishing work in the group of relay.; and

(ii) the group of relay to which he has been transferred ; and

(*b*) under the group to which he has been transferred—

(i) the date and actual time of commencing work in the group or relay ; and

(ii) the group of relay from which he has been transferred.

(2) Where a worker is discharged from or leaves his employment the date of his leaving or discharge as the case may be, shall be entered against his name in the " Remarks " column.

(3) All entries in the register shall be in ink and shall be legible.

81. *Rules* 81 *and* 84 *prescribed under Section* 64.—*Persons defined to hold positions of supervision or management.*—The following persons shall be deemed to hold positions of supervision or management :—

(*a*) All persons specified in the Schedule annexed hereto.

(*b*) Any other persons who, in the opinion of the Chief Inspector, holds a position of supervision or Management in a factory and is as declared in writing by him on application by the Manager, under such conditions as may be imposed by the Chief Inspector.

SCHEDULE.

List of persons deemed to hold positions of supervision or management in factories :—

1. Manager. 2. Works Manager. 3. Asst. Manager. 4. Chief Engineer 5. Dy. Chief Engineer. 6. Engineers. 7. Asst. Engineers. 8. Foreman. 9. Heads of Departments. 10. Weaving Masters and Spinning Masters in Textiles Mills. 11. Labour Welfare Officers. 12. Labour Officers. 13. Head Electrician. 14. Tea Makers.

82. Persons defined to hold confidential position :—

(1) The following persons employed in a factory shall be deemed to be employed in a confidential position in the factory :—

(*a*) Head Time-keeper.

(*b*) Personal Assistant and Stenographers attached to persons specified in Schedule annexed to Rule 81.

(*c*) Head Storekeeper.

(*d*) Head Clerk or Superintendent.

(*e*) Cashier.

(*f*) Watch and Ward and Security Staff.

Provided that Clerks engaged in weighing, measuring, checking and entering goods, etc., in the Departments of a Factory, whose work must necessarily be carried out in proximity to the manufacturing process, shall not be considered to be employed in a "Confidential Capacity".

(2) Any other person who in the opinion of the Chief Inspector, is employed in a confidential capacity in a factory and is so declared in writing by him on application by the Manager of the Factory under such conditions as may be imposed by the Chief Inspector.

83. *List to be maintained of persons holding confidential positions or position of supervision or management.*— A list showing the names and designations of all the persons to whom the provisions of sub-section (1) of Section 64 have been applied, shall be maintained in every factory.

84. *Exemption of certain adult workers.*—(*a*) Adult workers engaged in factories specified in column 2 of the Schedule hereto annexed on the works specified in column 3 of the said Schedule.

(*b*) Except in the case of urgent repairs covered by item (1) of the Schedule, the exemptions shall be subject to the following conditions :—

(i) in case of exemptions from Sections 51 and 54 no worker shall work for more than 10 hours per day or 56 hours per week.

(ii) in case of exemptions from Section 55 sufficient time though not a fixed period shall be given for means to the satisfaction of the Inspector of Factories concerned.

(iii) The total overtime hours worked beyond the limits of nine hours per day and 48 hours per week shall not exceed 50 hours for each quarter of the calendar year.

(iv) Double wages for overtime work done beyond nine hours per day and 48 hours per week shall be paid in all cases as required by Section 59 of the Act.

Explanation.—"Quarter" means a period of three consecutive months beginning from the 1st of January, 1st of April, 1st of July or 1st of October.

SCHEDULE.

Sl. No.	*Section of the Act empowering the grant of exemption*	*Class of Factories*	*Nature of exempted work*	*Extent of exemption*	*Remarks Conditions subject to which exemption is given. (These conditions are in addition to those specified under Rule 84)*
1	2	3	4	5	6
1.	Section 64 (2) (a) and 64 (3).	All factories ..	Urgent repairs. (*) Page 62.	Sections 51, 52, 54, 55, 56 and 61.	1. Within 24 hours of the commencement of work, a notice shall be sent to the Inspector describing the nature of urgent reparis and the period probably required for their completion. 2. A running record of work done on such repairs shall be maintained in the Mustor Roll in Form 23 *vide* Rule 103. 3. Unless the Inspector gives permission in writing for reporting otherwise than as herein laid down, the employment of persons on urgent repairs, the Manager shall— (i) send, within 24 hours of commencement of work on urgent repairs, notice to the Inspector describing briefly the nature of the urgent repairs and the probable period of their duration ; and (ii) send weekly during the continuance of the work on urgent repairs, a statement giving the names of all the persons who have worked for more than 9 hours in any one day or for more than 48 hours in the preceding week in a factory such a statement shall also show total number of hours worked each day of the week.

				4.	If the Inspector is of the opinion that any work carried on or likely to be carried on in a factory as "Urgent repairs" is not "urgent repairs" the Inspector shall serve on the Manager, an order to that effect, and the Manager, shall, in respect of such work, not allow any worker to work in contravention of the provisions of Sections 51, 52, 54, 55, 56 shall, comply with Section 61.
2.	Section 64 (2) (b) and (h) and 64 (3).	All Factories other than those on continuous processes.	1. Work in a foundry in operation of a cupola and pouring off of metal.	Sections 51, 52, 54, 55, 56 and 61.	1. Such workers shall be allowed not loss than 2 holidays in each period covered by 4 consecutive statutory factory holidays and shall not be allowed to work for more than 6 hours on any one of the other 2 weekly holidays.
			2. Work performed by engine drivers engine Oilers and ordinary Firemen working with one working boiler.	Sections 51, 52, 54, 55, 56 and 61.	2. The notice required by Section 52 shall be delivered to the office of the Inspector showing on which days holidays will be allowed.
			3. Work performed by workers attending starting, stopping and maintaining Electric Motors and connected Switch gear.	Sections 51, 52, 54, 55, 56 and 61.	3. Intervals for food and rest shall be given to all the workers allowed to work on such work.
			4. Work performed by departmental oilers.	Sections 51, 52, 54, 55, 56 and 61.	4. No worker shall be allowed to work for more than 54 hours in any week.
			5. Clerks engaged in preparation of Pay Rolls.	Sections 51, 54 and 56.	5. Register or Muster Roll required to be maintained under Section 62 shall show correctly full particulars of periods within which each worker may be required to work ; entries in the Reg. or Muster Roll shall be kept up-to-date and
				Sections 51 and 52.	6. The exemption shall be only for the preparation of Pay Rolls.

1	2	3	4	5	6
3.	Section 64 (2) (c).	Cotton Ginning and Pressing factories.	Work of Fitters, Oilman, belt and Ropemen, factory Turners and blacksmiths.	Sections 51 and 52.	No worker shall be employed for more than 54 hours in any one week. The total number of hours of overtime work shal not exceed 50 hours for any one quarter
4.	Sections 64 (2) (c) and 64 (3).	All Factories ..	Work performed by the drivers on lighting, ventilating and humidfying apparatus.	Sections 51, 54, 55, 56 and 61.	1. Interval for food and rest shall be given to such workers. 2. Register or Muster Roll required to be maintained under Section 62 shall show correctly full particulars of periods within which each such worker may be required to work ; the entries in the Register shall be up-to-date.
5.	Sections 64 (2) (c) and 64 (3).	1. All Factories ..	Work performed by Fire Pumpmen.	Sections 51, 54, 55, 56 and 61.	Register or Muster Roll required to be maintained under Section 62 shall show correctly full particulars of periods within which each such worker may be required to work ; entries in the Register or Muster Roll shall be up-to-date.
		2. Cotton Spinning and Weaving Mills.	Work involved in cleaning blow room flues.	Sections 51, 54 and 56.	1. No worker shall be allowed to work for more than 51 hours in any one week. 2. No worker shall be allowed to work in such a manner that the spread over exceeds 10½ hours except on one day in a week previously notified to the Inspector when it shall not exceed 12 hours.
6.	Section 64 (2) (b).	Dyeing and Bleaching department of Factories.	Work performed by Kiermen.	Sections 51, 54, 55, and 56.	Interval for food and rest totalling one hour if working hours exceed 8½ hours in a day, ½ an hour if working hours do not exceed 8½ hours shall be given to each worker every day and the register or muster-roll maintained in accordance with Section 62 shall show correctly the periods of work of each worker.

7.	Section 64 (2) (d).	Cloth Printing Factories or Departments of Factories and bleaching, finishing, mercerising and dyeing departments of Factories.			Workers shall be allowed to work on shifts of not longer than 8 hours duration.
8.	Section 64 2) (b).	All Factories	(a) Work performed by Oilers. b) Work in Mechanic Shops, Smithies or foundries so far as such work is complementary to the main operations. (c) Work performed by warping and sizing departments.	Sections 51, 54 and 56.	This exemption shall not apply to :— 1. In the case of work performed by the oilers where these workers or the factories in which they work have been exempted from the provisions of Sections 52 or 55 ; and, 2. To the work in mechanic shop, smithy on foundry portion of engineering workshops or to a smithy or foundry used solely as such.
9.	Sections 64 (2).(d) and 64 (3).	Oil Tank Installations	Work performed by workers in connection with pumping operations.	Sections 51, 52, 54, 55, 56 and 61.	1. Intervals for food and rest shall be given to all workers allowed to work on such work. 2. The compensatory rest period of at least 24 consecutive hours shall be given to each worker after the cessation of the pumping operations. 3. Notice of such pumping operations with the number of workers allowed to work shall be sent to the Inspector as soon as possible after commencement of such work. 4. Exemption from Section 61 shall be availed of only during the continuance of pumping operations.
10.	Sections 64 (2) (c) and 64 (3).	Rice Mills and Rice Flaking Machines.	Drying, Lifting and Storing Paddy.	Sections 51, 54, 55, 56 and 61.	Whenever any worker is allowed to work overtime, a notice thereof should be sent to the Inspector.

1	2	3	4	5	6
11.	Section 64 (2) (d) (work which for technical reasons must be carried on continuously).	Iron and Steel smelting and rolling work.	Operation of blast furnaces, steel smelting furnaces, Rolling Mills.	Section 55	1. This exemption shall not apeply to suh workers who do not work in a system of relays following one another throughout the day, so arranged that every such worker in every relay is allowed a break of not less than 16 consecutive hours except at the time of periodical change overs from one shift to another. 2. Such workers shall be allowed to take light refreshments or meals at the place of their employment or in a room specially reserved for the purpose or in a canteen provided in the factory once during any period exceeding 4 hours.
12.	Section 64 (2) (d) (work, which for technical reasons must be carried on continuously).	Pumping Stations	Driving or attending upon engines, motors, pumps and other accessories.	Sections 51, 52 54, 55 and 56.	Conditions as in Item No. 11.
13.	Section 64 (2) (d).	Public Electricity supply factories, generating Electricity in any manner and those engine rooms and Boiler Departments generating electricity in any manner for their own use employing workers on shifts of not more than 8 hours each.	Operation and maintenance of :— 1. Prime movers and auxiliaries generators, transformers and switch gears ; 2. Boilers and auxiliaries.	Sections 51, 52, 54, 55 and 56.	1. The workers shall be allowed to work on shifts of net more than 8 hour durations. 2. In the absence of a worker who has failed to report for duty, a shift worker may be allowed to work the whole or a part of a subsequent shift provided that the next shift of the shift worker shall not commence before a period of 16 hours has elapsed after the (specified) stopping time of the shift to which the worker belongs.

3. No worker shall be allowed to work in such a manner that the spread over exceeds 12 hours in any day and this shall only be permissible in cases when a shift reliever working on continuous process does not attend at the correct time and alternative relief could not be arranged.
4. No worker shall be allowed to work for more than *56 hours in any one week except that when employed as in condition (2) above, he shall not be allowed to work for more than 64 hours in any one week.
5. Such workers shall be allowed not less than two holidays in each period covered by four consecutive statutory holidays.

14.	Section 64 (2) (d).	Electrical receiving stations and sub-stations or in any factory the Dept. of the factory receiving and distributing electrical energy for the use of the factory.	Operation and maintenance of the transformers and their auxiliaries including receiving and distribution switch gears, lighting arresters, synchronous and other condensors and rotary and static condensors.	Sections 51, 52, 54, 55 and 56.	Conditions as in Item No. 13.
15.	Section 64 (2) (d)	Factories or Department of Factories charging electrical accumulators.	Operations in connection with changing electrical accumulators.	Sections 51, 52, 54, 55 and 56.	Conditions as in item 13.
16.	Section 64 (2) (d).	Distilleries	Work on the extraction of sugar from various basis, fermentation of Sugar juice and distillation of formented wash.	Sections 51, 52, 54, 55 and 56.	Conditions as in Item 13.

1	2	3	4	5	6
17	Section 64 (2) (*d*).	Sugar Factories ..	(1) Extraction of Juice from cane clarification, evaporation and Boiling of the Juice. (2) Curing of massecuite. (3) Bagging.	Sections 51, 52, 54. 55 and 56.	Conditions as in Item 13.
18.	Section 64 (2) (*d*).	Chemical Factories	All continuous process work.	Sections 51, 52, 54, 55 and 56.	Conditions as in Item 13.
19.	Section 64(2) (*d*).	Vegetable Oil Hydrogenation Factories.	The work, *viz*, refining, bleaching, filtering, generation of hydrogen, hydrogenating and deodorising processes also compression of Oxygen and the Cylinder filling.	Sectons, 51, 52, 54, 55 and 56.	(1) The workers shall be allowed to work on shifts of not longer than8 hour durations. (2) No worker shall be allowed to work in such a manner that the supread over exceeds 12 hours in any day and this shall only be permissible in cases when a shift reliever, working on continuous process, does not attend at the correct time and alternative relief could not be arranged. (3) No worker shall be allowed to work for more than 56 hours in any one week except that, when employed as in condition (2) above, he shall not be allowed to work for more than 64 hours in any one week. (4) Such workers shall be allowed not less than 2 holidays in each period covered by 4 consecutive statutory holidays.
20.	Section 64(2) (*d*).	Ice Factories	Work of engine and compressor drivers and assistants and oilers.	Sections 51. 52, 54, 55 and 56.	Conditions as in item 19.

21.	Section 64(2) (*d*).	Oxygen Factories ..	Engine and Plant drivers, oilers and the filling of cylinders.	Sections 51, 52, 54, 55 and 56.	Conditions as in item 19.
22.	Section 64(2) (*d*).	Paper, Card board and straw-board Factories, working three to 8 hour shift system.	Work performed by male adult workers on choppers, digestors, kneaders, strainers and washers, beaters, paper making machines, pumping plants, reelers, and cutters.	Sections, 51, 52, 54, 55 and 56.	Conditions as in item 19.
23.	Section 64(2) (*d*).	Cement Factories ..	All work on continuous process units.	Sections, 51 52, 54, 55 and 56.	Conditions as in item 19.
24.	Section 64(2) (*d*).	Acetyline Factories ..	Generation of Gas and Filling of cylinders.	Sections, 51, 52, 54, 55 and 56.	Conditions as in item 19.
25.	Sections, 64(2) (*d*).	Oil Mills ..	All continuous process work.	Sections 55.	Workers shall be allowed to work on shifts of not longer than 8 hours duration.
26.	Section 64(2) (*d*).	Flour Mills ..	All work	Section 55 ..	Conditions as in item 25.
27.	Section 64(2) (*d*).	Plywood Factories ..	Preparation of glue, glueing, combining, pressing, drying and such work which must proceed concurrently with such operations.	Section 55 ..	(1) This exemption shall not apply to such workers who do not work in a system of relays following one another, throughout the day, so arranged that every such worker in every relay is allowed a break of not less than 16 consecutive hours, except at the time of periodical change over from one shift to another. (2) Such workers shall be allowed to take light refreshments or meals at the place of their employment or in a room specially reserved for the purpose or in a canteen provided in the factory, once during any period exceeding four hours.

1	2	3	4	5	6
28.	Section 64(2) (*d*).	Cement Tile Factories.	Work on the ' Curing ' of tiles.	Sections 51, and 52.	(1) No worker shall be allowed to work for more than 4 hours on any of the weekly holidays. (2) No worker shall be allowed to work on consecutive weekly holidays. (3) No worker shall be allowed to work in excess of the limit of weekly hours of work as laid down in Section 51 except during the week when the worker works on a weekly holiday as in condition (1) above. (4) No worker shall be allowed to work for more than 52 hours in any week.
29.	Section 64(2) (*d*).	(1) Glass Factories ..	Work in attending to furnace.	Sections 52 and 55.	(1) The workers shall be allowed to work on shifts of the longer than 8 housr' duration. (2) No worker shall be allowed to work on consecutive weekly holiday.
		(2) Glass Factories ..	All work and processes from mixing of batch to removal of the manufacured Glass ware from the lease.	Sections 51 and 52.	(1) The workers shall be allowed to work on shift of not longer than 8 hours duration. (2) No worker shall be allowed to work for more than 6 hours on any of the weekly holidays. (3) No worker shall be allowed to work on consecutive weekly holidays. (4) No worker shall be allowed to work in excess of limits of weekly hours as laid down in section 51 except during the week when a worker works on a weekly holiday as in condition (2) above.

30.	Section 64(2) (*d*).	Ordnance Factories ..	Work in melting shop, swarfannealing, furnace gas, producers, electrical Sub-stations and water and electrical distribution departments.	Section 55 ..	Workers shall be allowed to work on shifts of not longer than 8 hours duration.
31.	Section 64(2) (*d*).	Soap Factories ..	Work on soap boiling, pans and soap drying pans.	Section 55 ..	Condition as in item 30.
32.	Section 64(2) (*d*).	Pottery works	Work of firemen on kilns	Section 55 ..	Condition as in item 30.
33.	Section 64(2) (*d*).	Brick Factories ..	Work of Firemen on kilns.	Section 55	Condition as in item 30.
34.	Section 64(2) (*d*).	Pharmaceutical factories.	All continuous process work	Section 55 ..	Condition as in item 30.
35.	Section 64(2) (*d*).	Factories processing Cinematographic films.	Work on developing and washing process.	Sections 51, 54, 55 and 56.	(1) The workers shall be allowed to work on shifts of not longer than 8 hours duration. (2) No worker shall be allowed to work in such a manner that the spread over exceeds 12 hours in any day and this shall only be permissible in case when the shift reliever working on continuous process does not attend at correct time and alternative relief could not be arranged.
36.	Section 64(2) (*b*).	Studios ..	Work involved in erection, dismantling of settings and work on the make up of actors, actresses.	Sections 51, 54, 55 and 56.	Conditions as in item 35.
37.	Section 64(2) (*b*).	Gur Factories ..	Work performed by workers in crushing Sugarcane.	Sections 51, 55 and 56.	....
38.	Sections 64(2) (*c*) and 64(3)	Gur Factories ..	All other work except crushing of Sugarcane.	Sections, 51, 54, 55, 56 and 61.	Notice showing the periods of work of the crusher shall be exhibited in the factory and a copy sent to the Inspector.

1	2	3	4	5	6
39.	Section 64 (2) (*e*).	All Factories ..	Telephone Operators	Section 55	The inteervals for food and rest totalling one hour if working hours exceed 8½ hours in a day or half an hour if working hours do not exceed 8½ hours shall be given to each worker in a day and the same noted in the register or Muster Roll maintained in accordance with Section 62.
40.	Section 64 (2) (i) and 64 (3).	Printing Presses (engaged in printing newspaper).	(a) Workers engaged on composing, linotype and monotype machines, folding and despatching who are held up on account of the break down of machineries.		1. No worker shall be employed for more than 56 hours in any week. 2. No worker shall be employed for more than 10 hours in any one day. 3. The spread over, inclusive of intervals for food and rest, shall not exceed 12 hours in any one day.
			(b) Workers employed on Teleprinters.	Sections 51, 54, 55.	
41.	Section 64 (2) (*j*).	All Factories ..	Workers engaged in loading or unloading of Railway wagons.	Sections 51, 52, 54, 56.	1. No worker shall be employed for more than 60 hours in a week. 2. No worker shall be employed for more than 14 consecutive days without a rest period of at least 24 consecutive hours. 3. No worker shall be employed for more than 10 hours on any one day. 4. The spread over, inclusive of intervals for food and rest shall not exceed 12 hours on any one day.
42.	Section 64 (2) (*g*).	1. Work of persons in tea factories.	Work of persons in tea factories except in shifting departments.		Exemptions from the provisions of Section 61 of the Act will apply in so far as it relates to the specification of the periods of rest intervals in the notice of work period for adults.

2.	Coffee curing and cashewnut Factories.	Work of persons engaged in receiving, drying, lifting, and storing unshelled coffee and cashewnuts.	Section 55	Conditions as in item 42 (1). *(Limit of 60 hours as per letter No. 208/(17) dated 23-7-1957).
		Work of persons engaged in drying of splints and veneers in match factories.	Section 55	Conditions as in item 42 (1).

EXPLANATION.—1. The following shall be considered to be urgent repairs.—

(*a*) Repairs to any important machinery, plant or structure of a factory which are of such a nature that delay in their execution would involve danger to human life or safety or the stoppage of manufacturing process.

(*b*) Break down repairs to the motive power, transmission or other essential plants of other factories, collieries, railways, dockyards, harbours, tramways, motor transport, gas, electrical generating and transmission, pumping or similar essential public utility services carried out in general engineering works and foundries and which are necessary to enable such concerns to maintain their manufacturing process, production or service during normal working hours.

(*c*) Repairs to deep-sea ships and repair to commercial aircraft done in a factory which are essential to enable such ships or aircraft to leave port at proper time or continue their normal operations in the sea or air-worthy condition, as the case may be.

(*d*) Repairs in connection with a change of motive power, for example, from steam to electricity or *vice versa* when such work cannot possibly be done without stoppage of the normal manufacturing process.

2. Periodical cleaning is not included in terms "examining" or "repairing".

NOTE.—The attention of managers of all factories is drawn to Section 59 and Rule 78 regarding payment for overtime work of exempted workers.

CHAPTER VII.

Employment of Young Persons.

85. *Notice prescribed under sub-section* (3) *of Section* 72.—*Notice of periods of work for Children.*—The notice of periods of work for child workers shall be in Form No. 12, and it shall be maintained in the manner prescribed in sub-section (2) of Section 108 of the Act.

86. *Register prescribed under sub-section* (2) *of Section* 73.—*Register of Child Workers.*—The register of child workers shall be in Form No. 13 and shall be maintained in accordance with the following provisions :—

(1) Where a child is transferred from one group to another, or from one relay to another, the following particulars of his transfer shall be entered against his name.

(*a*) under the group or relay from which he has been transferred :—

(i) the date and actual time of finishing work in the group or relay ; and

(ii) the group or relay to which he has been transferred ; and

(*b*) under the group or relay to which he has been transferred :—

(i) the date and actual time of commencing work in the group or relay ; and

(ii) the group or relay from which he has been transferred.

(2) Where a child is discharged from or leaves his employment, the date of his leaving or discharge, as the case may be, shall be entered against his name in the " Remarks " column.

(3) All entries in the Register shall be made in ink and shall be legible.

CHAPTER VIII.

Leave with Wages.

87. *Rules 87 to 94 prescribed under Sections 83 and 112.—Leave with Wages Register.*—(1) The Manager shall keep a register in Form No. 14, hereinafter called the Leave with Wages Register :

Provided that if the Chief Inspector is of the opinion that any muster roll or register maintained as a part of the routine of the factory, or return made by the Manager, gives, in respect of any or all of the workers, in the factory, the particulars required for the enforcement of Chapter VIII of the Act, he may, by order in writing, direct that such muster-roll or register or return shall, to the corresponding extent, be maintained in place of and treated as the register or return require under this Rule in respect of that Factory.

(2) The cash equivalent of the advantage accruing through the concessional sale of foodgrains and other articles payable to workers proceeding on leave shall be the difference between the value of the average rates in the nearest market prevailing during the month immediately preceding his leave and the value at the concessional rates allowed of foodgrains and other articles he is entitled to.

For the purpose of each equivalent monthly average market rate of foodgrains and other articles shall be computed at the end of the month.

(3) The Leave with Wages Register shall be preserved for a period of three years after the last entry in it and shall be produced before the Inspector on demand.

88. *Leave Book.*—The Manager shall provide each worker who has become entitled to leave during a calendar year, with a book in Form No. 15 (hereinafter called the leave book) not later than the 31st January of that year. The leave book shall be the property of the worker and the Manager or his agent shall not demand it except to make entries of the dates of holidays or interruptions in service, and shall not keep it for more than a week at a time :

Provided that in the case of a worker who is discharged or dismissed from service during the course of the year, *i.e.*, who is covered under sub-section (3) of Section 79 of the Factories Act, 1948, the Manager shall issue an abstract from the "Register of Leave with Wages" (Form No. 15) within a week from the date of discharge or dismissal as the case may be.

(2) If a worker loses his leave book, the Manager shall provide him with another copy on payment of fifteen Paise, and shall complete it from his record.

89. *Medical Certificate.*—If any worker is absent from work due to his illness and he wants to avail himself of the leave with wages due to him to cover the whole or part of the period of his illness, under the provisions of clause 7 of Section 79 of Chapter VIII as revised by the Factories (Amendment) Act, 1954, he shall, if required by the Manager, produce a Medical Certificate signed by a Registered Medical Practitioner or by a registered or recognised Vaid or Hakim stating the cause of absence and the period for which the worker is in the opinion of such Medical Practitioner, Vaid or Hakim, unable to attend to his work, or other reliable evidence to prove that he was actually sick during the period for which leave is to be availed of.

90. *Notice to Inspector of involuntary unemployment.*—The Manager shall give, as soon as possible, a notice to the Inspector of every case of involuntary unemployment of workers, giving numbers of unemployed and the reason for their unemployment. Entries to this effect shall be made in the Leave with Wages Register and the Leave Book in respect of each worker concerned.

91. *Notice by worker.*—(1) Before or at the end of every calendar year, a worker, who may be required to avail in accordance with sub-section (8) of Section 79 of the Factories Act, 1948 may give notice to the Manager of his intention not to avail himself of the leave with wages falling

due during the following calendar year. The Manager shall make an entry to that effect in the Leave with Wages Register and in the Leave Book of the worker concerned.

(2) *Notice by Manager.*—The Manager shall cause a notice to be displayed giving the names of all workers whose leave, which has been carried forward, has reached the maximum limit allowed under the first proviso to sub-section (5) of Section 79, as soon as possible in the first quarter of each calendar year. The notice shall state that no further leave can be carried forward and that application for leave shall be made within one month from the date of the notice. A copy of the notice shall be given to each worker concerned. A copy shall also be delivered at the office of the Inspector of Factories.

92. *Notice of Leave with Wages.*—(1) As far as circumstances permit, members of the same family, comprising husband, wife and children, shall be allowed to leave on the same date.

(2) A worker may exchange the period of his leave with another worker, subject to the approval of the Manager.

93. *Payment of wages if a worker dies.*—If a worker dies before he resumes work, the balance of his pay due for the period of leave with wages not availed of shall be paid to his nominee within one week of the intimation of the death of the worker. For this purpose, each worker shall submit a nomination in Form No. 26 duly signed by himself and attested by two witnesses. The nomination shall remain in force until it is cancelled or revised by another nomination.

94. *Register to be maintained in case of exemption under Section* 84.—(1) Where an exemption is granted under Section 84, the Manager shall maintain a Register showing the position of each worker as regards leave due, leave taken and wages granted.

(2) He shall display, at the main entrance of the factory, a notice giving the full details of the system established in the factory for leave with wages and shall send a copy of it to the Inspector.

(3) No alteration shall be made in the scheme approved by the State Government at the time of the granting of exemption under Section 84 without its previous sanctnon.

94-A. *Exemption from the provisions of Rules* 87 *to* 94.—The Chief Inspector may grant exemption from all or any of the provisions of Rules 87 to 94 in respect of all or any of the workers in any factory subject to such conditions as he may impose.

CHAPTER IX.

Special Provisions.

95. *Prescribed under Section* 87.—*Dangerous Operations.*—(1) The following operations when carried on in any factory are declared to be dangerous operations under Section 87.—

(1) Manufacture of ærated water and process incidental thereto.

(2) Electrolytic plating or oxidation of metal articles by use of an electrolyte containing chromic acids or other chromium compounds.

(3) Manufacture and repair of electric accumulators.

(4) Glass manufacture.

(5) Grinding or glazing of metals.

(6) Manufacture and treatment of lead and certain compounds of lead.

(7) Generation of gas from dangerous petroleum.

(8) Cleaning or smoothing of articles by a jet of sand, Metal shot or grit and other abrasive propelled by a blast of compressed air or steam.

(9) Liming and tanning of raw hides and skins and processes incidental thereto.

(10) Cellulose spraying.

(11) Graphite powdering and incidental processes.

(12) Manufacture of chromic acid or manufacture or recovery of Bichromate of Sodium or Potassium or Ammonium.

(13) Manipulation of nitro or amido compounds.

(14) Manipulation of acids or alkalies,

(15) Manufacture of pottery.

(16) Chemical works.

(17) Processing of Cashewnut.

(18) Printing Presses and type foundries. Certain lead processes carried on in printing presses.

(2) The provisions specified in the schedules annexed hereto shall apply to any class or description of factories wherein dangerous operations specified in each schedule are carried out.

SCHEDULE I

(MANUFACTURE OF AERATED WATERS AND PROCESSES INCIDENTAL THERETO)

1. *Fencing of Machines.*—

All Machines for filling bottles or syphons shall be so constructed, placed or fenced as to prevent, as far as may be practicable, a fragment of a bursting bottle or syphon from striking any person employed in the factory.

2. *Faceguards and gauntlets.*—(i) The Occupier shall provide and maintain in good condition for the use of all persons engaged in filling bottles or syphons :—

(*a*) Suitable faceguards to protect the face, neck and throat ; and

(*b*) Suitable gauntlets for both arms to protect the whole hand and arms :

Provided that (i) paragraph 2(1) shall not apply where bottles are filled by means of an automatic machine so constructed that no fragment of a bursting bottle can escape ; and, (ii) where a machine is so constructed that only one arm of the bottler at work upon it is exposed to danger, a gauntlet need not be provided for the arm not exposed to danger.

(3) The Occupier shall provide and maintain in good condition for the use of all persons engaged in corking, crowning, screwing, wiring, foiling, capsuling, sighting or labelling bottles or syphons :—

(*a*) suitable faceguards to protect the face, neck and throat ; and

(*b*) suitable gauntlets for both arms to protect the arms and at least half of the palm and the space between the thumb and fore finger.

(4) *Bearing of faceguards and gauntlets.*—All persons engaged in any of the processes specified in paragraph 2 shall, while at work in such processes, wear the faceguards and gauntlets provided under the provisions of the said paragraph.

SCHEDULE II.

(Electrolytic planting or oxidation of metal articles by use of an electrolyte containing chromic acids or other chromium *compounds*).

1. *Definitions.*—For the purposes of this schedule—

(*a*) "Electrolytic Chromium Process" means the Electrolytic plating or oxidation of meal articles by use of an electrolyte containing chromic acid of other chromium compounds.

(*b*) "bath" means any vessel used for an electrolytic chromium process of for any subsequent process.

(*c*) "Employed" means, in paragraphs 5, 7, 8 and 9 of this schedule employed in any process involving contact with liquid from a bath.

(*d*) "Suspension" means suspension from employment in any process involving contact with liquid from any bath by written certificate in the Health Register, signed by the certifying Surgeon who shall have power of suspension as regards all persons employed in any such process.

2. *Exhaust Draught.*—An efficient exhaust draught shall be applied to every vessel in which an electrolytic chromium process is carried on. Such draught shall be provided by mechanical means and shall operate on the vapour or spray given off at the process as near as may be at the point of origin. The exhaust draught appliance shall be constructed, arranged and maintained as to prevent the vapour or spray entering into any room or place in which work is carried on.

3. *Prohibition relating to women and young persons.*—No woman, adolescent or child shall be employed or permitted to work at a bath.

4. *Floor of work Rooms.*—The floor of every room containing a bath shall be impervious to water. The floor shall be maintained in good and level conditions and shall be washed down at least once a day.

5. *Protective Clothing.*—(1) The Occupier of the Factory shall provide and maintain in good and clean condition the following articles of protective clothing for the use of all persons employed on any process at which they are liable to come in contact with liquid from a bath and such clothing shall be worn by the person concerned.

(*a*) Water-proof aprons and bibs; and

(*b*) for persons actually working at a bath loose-fitting rubber gloves and rubber boots or other water-proof footwear.

(2) The occupier shall provide and maintain for the use of all persons employed suitable accommodation for the storage and adequate arrangements for the drying of protective clothing.

6. *Medical requisites.*—The Occupier shall provide and maintain a sufficient supply of suitable ointment and impermiable water-proof plaster in a separate box readily accessible to the workers and used solely for the purpose for keeping the ointment and plaster.

7. *Medical Examination.*—(*a*) Every person employed shall be examined by the certifying Surgeon once in every 14 days and such examination shall take place at the factory.

(*b*) A Health Register in prescribed Form No. 16 shall be kept by the Occupier and in it shall be entered all the names of persons employed together with such entries as the certifying Surgeon may make from time to time.

(*c*) No person after suspension shall be employed without written sanction from the certifying Surgeon entered in or attached to the Health Register.

8. *Cautionary placard.*—A cautionary placard in the form specified by the Chief Inspector and printed in the language of the majority of the workers employed shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers.

9. *Weekly Examinations.*—A responsible person appointed in writing by the Occupier of the factory shall twice in every week inspect the hands and forearms of all person employed and shall keep a record of such inspections in the Health Register.

SCHEDULE III.

(Manufacture and Repair of Electric Accumulators)

1. *Savings.*—This schedule shall not apply to the manufacture or repair of electric accumulators or parts thereof not containing lead or any compound of lead; or to the repair on the premises of any accumulator forming part of a stationery battery.

2. *Definitions.*—For the purposes of this Schedule.—

(*a*) "Lead Process" means the melting of lead or any material containing lead, casting, pasting, lead burning, or any other work, including trimming or any other abrading or cutting of pasted plates, involving the use, movement or manipulation of or contact with any oxide of lead.

(*b*) "Manipulation of raw oxide of Lead" means any lead process involving any manipulation or movement of raw oxides of lead other than its conveyance in a receptacle or by means of an implement from one operation to another.

(*c*) "Suspension" means suspension from employment in any lead process by written certificate in the Health Register (Form No. 16) signed by the certifying Surgeon who shall have power of suspension as regards all workers employed in any such process.

3. *Prohibition relating to women and young persons.*—No women, or young persons shall be employed or permitted to work on any lead process or in any room in which the manipulation of raw oxide of lead or pasting is carried on.

4. *Separation of certain processes.*—Each of the following processes shall be carried on in such a manner and under such conditions as to secure effectual separation from one another and from any other process.

(*a*) Manipulation of raw oxide of lead,

(*b*) Pasting.

(*c*) Drying of pasted plates.

(*d*) Formation with lead burning (tacking) necessarily carried on in connection therewith.

(*e*) Melting down of pasted plates.

(*f*) Grid casting shop.

(*g*) *Storage of lead oxides.*—All bags containing or having contained oxides of lead shall be kept in a closed room used only for this purpose.

(*h*) *Re-use of paper or cloth restricted.*—(a) Paper once used for packing, drying pasted plates shall not be used again in the factory.

(b) Cloth once used for packing or drying pasted plates shall be stored or handled unless it is moisted so as not to give rise to dust.

5. *Air space.*—In every room in which a lead process is carried on there shall be at least 14.1 cubic meters of air-space for each person employed therein, and in computing this air-space no height over 3.7 meters shall be taken into account.

6. *Ventilation.*—Every workroom shall be provided with inlets and outlets of adequate size as to secure and maintain efficient ventilation in all parts of the room.

7. *Distance between workers in pasting room.*—In every pasting room, the distance between the centre of the working position of any paster and that of the paster working nearest to him shall not be less than 1.5 meters.

8. *Floor of workroom.*—(1) The floor of every room in which a lead process is carried on shall be—

(*a*) of cement or similar material so as to be smooth and impervious to water;

(*b*) maintained in sound condition;

(*c*) kept free from materials, plant or other obstruction not required for, or produced in, the process carried on in the room.

(2) In all such rooms, other than grid casting shops, the floor shall be cleaned daily after being thoroughly sprayed with water at a time when no other work is being carried on in room.

(3) In grid casting shops, the floor shall be cleaned daily.

(4) Without prejudice to the requirements of sub-paragraphs (1), (2) and (3), where manipulation of raw oxide of lead or pasting is carried on, the floor shall also be—

(*a*) kept constantly moisted while work is being done;

(*b*) be provided with suitable and adequate arrangements for drainage;

(*c*) thoroughly washed daily by means of a hose pipe.

9. *Work benches.*—The work benches at which any lead process is carried on shall—

(*a*) have a smooth surface and be maintained in a sound condition;

(*b*) be kept free from all materials or plants not required for, or produced in, the process carried on thereat;

and all such work benches other than those in gird casting shop shall—

(*c*) be cleansed daily either after being thoroughly damped or by means of a section cleaning apparatus at a time when no other work is being carried on thereat;

and, all such work benches in grid casting shops shall—

(*d*) be cleaned daily;

and, every work bench used for pasting shall—

(*e*) be covered throughout with sheet lead or other impervious material;

(*f*) be provided with raised edges;

(*g*) be kept constantly moisted while pasting is being carried on.

10. *Exhaust Draughts.*—The following processes shall not be carried on without the use of an efficient exhaust draught:—

(*a*) melting of lead or material containing lead;

(*b*) "manipulation of raw oxide of lead," unless done in an enclosed apparatus so as to prevent the escape of dust into the workroom;

(*c*) pasting;

(*d*) trimming, brushing, filling or any other abrading or cutting of pasted plates giving rise to dust;

(*e*) lead burning, other than (i) tacting in the formation room; (ii) chemical burning for the making of lead lining for cell cases necessarily carried on in such a manner that the application of an efficient exhaust is impracticable.

Such exhaust draught shall be effected by mechanical means and shall operate on the dust or fume given off as nearly as may be at its point of origin, so as to prevent it entering the air of any room in which persons work.

11. *Fumes and gases from melting pots.*—The products of combustion produced in the heating of any melting pot shall not be allowed to escape into a room in which persons work.

12. *Container for dross.*—A suitable receptacle with tightly fitting over shall be provided and used for dross as it is removed from every melting pot. Such receptacle shall be kept covered while in the workroom, except when dross is being deposited therein.

13. *Container for lead waste.*—A suitable receptacle shall be provided in every workroom in which old plates and waste material which may give rise to dust shall be deposited.

14. *Racks and Shelves in Drying Rooms.*—The Racks or shelves provided in any drying room shall not be more than 2.4 Meters from the floor nor more than 0.6 Meters in width provided that, as regards racks or shelves set or drawn from both sides, the total width shall not exceed 1.2 Meters.

Such racks and shelves shall be cleaned only after being thoroughly damped unless an efficient section cleaning apparatus is used for this purpose.

15. *Medical Examination.*—(*a*) every person employed in a lead process shall be examined by the certifying Surgeon within the seven days proceeding or following the date of his first employment in such process and thereafter shall be examined by the certifying Surgeon once in every calendar month, or at such other intervals as may be specified in writing by the Chief Inspector, on a day of which due notice shall be given to all concerned.

"First Employment" means first employment in a lead process in the factory or workshop and also re-employment therein in a lead process following any cessation of employment in such process for a period exceeding three calendar months.

(*b*) A Health Register in Form No. 16 containing the names of all persons employed in a lead process shall be kept.

(*c*) No person after suspension shall be employed in a lead process without written sanction from the certifying Surgeon entered in or attached to the Health Register.

16. *Protective clothing.*—Protective clothing shall be provided and maintained in good repair for all persons employed in :—

(*a*) Manipulation of raw oxide of lead ;

(*b*) Pasting ;

(*c*) the formation room ;

and such clothing shall be worn by the persons concerned. The protective clothing shall consist of a water-proof apron and water-proof footwear, and also, as regards persons employed in the manipulation of raw oxide of lead of in pasting, head coverings. The head coverings shall be washed daily.

17. *Mess Room.*—There shall be provided and maintained, for the use of all persons employed in a lead process and remaining on the premises during the meal intervals a suitable mess-room, which shall be furnished with (*a*) sufficient tables and benches, and (*b*) adequate means for warming food.

The mess-room shall be placed under the charge of a responsible person, and shall be kept clean.

18. *Cloak Room.*—There shall be provided and maintained for the use of all persons employed in a lead process—

(*a*) a cloak room for clothing put off during working hours with adequate arrangements for drying the clothing if wet. Such accommodation shall be separate from any mess-rooms.

(*b*) separate and suitable arrangements for the storage of protective clothing provided under paragraph 16.

19. *Washing facilities.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead process :—

(*a*) a wash place under cover, with either—

(i) a trough with smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 0.6 Meters for every 5 such persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 0.6 Meters ; or

(ii) at least one wash basin for every 5 such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water laid on ;

(iii) a sufficient supply of clean towels made of suitable materials renewed daily, which supply, in case of pasters, and persons employed in the manipulation of raw oxide of lead, shall include a separate marked towel for each such worker ; and

(iv) a sufficient supply of soap or other suitable cleaning materials and of nail brushes.

(*b*) there shall in addition be provided means of washing in close proximity to the rooms in which manipulation of raw oxide of lead or pasting is carried on if required by notice in writing from the Chief Inspector.

20. *Time to be allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person who has been employed in the manipulation of raw oxide of lead or in pasting :

Provided that if there be one basin of 0.6 Meters of trough for each such person this paragraph shall not apply.

21. *Facilities for bathing.*—Sufficient bath accommodation to the satisfaction of the Chief Inspector shall be provided for all persons engaged in the manipulation of raw oxide of lead or in pasting, and a sufficient supply of soap and clean towels.

22. *Food, Drinks, etc., prohibited in Workrooms.*—No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any workroom in which any lead process is carried on.

SCHEDULE IV.

(Glass Manufacture)

1. *Exemption.*—If the Chief Inspector is satisfied in respect of any factory or any class of process that, owing to the special methods of work or the special conditions in a factory or otherwise, and of the requirements of this schedule can be suspended or relaxed without danger to the persons employed therein, or that the application of this schedule or any part thereof is for any reason impracticable, he may by certificate in writing authorise such suspension or relaxation as may be indicated in the certificate for such period and on such conditions as he may think fit.

2. *Definitions.*—For the purposes of this schedule :—

(*a*) "Efficient exhaust draught" means localised ventilation effected by mechanical means for the removal of gas, vapour, dust or fumes so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fume, or dust originate.

(*b*) "Lead compound" means any compound of lead other than galena which, when treated in the manner described below, yields to an aqueous solution of hydrochloric acid, a quantity of soluble lead compound exceeding when calculated as lead monoxide, five per cent of the dry weight of the portion taken for analysis.

The method of treatment shall be as follows :—

A weighed quantity of the material which has been dried at 100° C. and thoroughly mixed shall be continuously, shaken for one hour,

at the common temperature with 1,000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt containing in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphate.

(*c*) "Suspension" means suspension from employment in any process specified in paragraph 3 by written certificate in the Healh Register, Form No. 16, signed by the certifying Surgeon who shall have power of suspension as regards all persons employed in any such process.

3. *Exhaust draught.*—The following processes shall not be carried on except under an efficient exhaust draught or under such other conditions as may be approved by the Chief Inspector :—

(*a*) The mixing of raw materials to form a "batch"

(*b*) The dry grinding, glazing and polishing of glass or any article of glass.

(*c*) All processes in which hydrofluoric acid fumes or ammoniacal vapours are given off.

(*d*) All process in the making of furnace moulds or 'pots including the grinding or crushing of used 'pots'.

(*e*) All processes involving the use of a dry lead compound.

4. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any of the operations specified in paragraph 3 or at any place where such operations are carried on.

5. *Floors and work benches.*—The floor and work benches of every room in which a dry compound of lead is manipulated or in which any process is carried on giving off silica dust shall be kept moist and shall comply with the following requirements :—

The floors shall be :—

(*a*) of cement or similar material so as to be smooth and impervious to water ;

(*b*) maintained in sound condition ; and

(*c*) cleansed daily after being throughly spread with water at a time when no other work is being carried on in the room.

The work-benches shall—

(*a*) have a smooth surface and be maintained in sound condition, and

(*b*) be cleansed daily either after being thoroughly damped or by means of a suction cleaning apparatus at a time when no other work is being carried on thereat.

6. *Use of Hydrofluoric Acid.*—The following provisions shall apply to rooms in which glass is treated with hydrofluoric acid :—

(*a*) there shall be inlets and outlets of adequate size so as to secure and maintain efficient ventilation in all parts of the room ;

(*b*) the floor shall be covered with guttaparcha and be tight and shall slope gently down to covered drain ;

(*c*) the work places shall be so enclosed in projecting hoods that openings required for bringing in the object to be treated shall be as small as practicable ; and

(*d*) the efficient exhaust draught shall be so contrived that the gases are exstusted downwards.

7. *Storage and transport of Hydrofluoric Acid.*—Hydrofluoric acid shall not be stored or transported except in cylinders or receptacles made of lead or rubber.

8. *Blow Pipes.*—Every glass blower shall be provided with a separate blow pipe bearing the distinguishing mark of the person to whom it is issued and suitable facilities shall be readily available to every glass blower for sterilising his blow pipe.

9. *Food, drinks, etc., prohibited in work-rooms.*—No food drinks, pan and supari or tobacco shall be brought into or consumed by any worker in any room or work place wherein any process specified in paragraph 3 is carried on.

10. *Protective clothing.*—The Occupier shall provide, maintain in good repair and keep in clean condition for the use of all persons employed in the processes specified in paragraph 3, suitable protective clothing, footwear and goggles according to the nature of the work and such clothing, footwear, etc., shall be worn by the persons concerned.

11. *Washing facilities.*—There shall be provided and maintained in a cleanly state and good repair for the use of all persons employed in the processes specified in paragraph 3:—

(*a*) a wash place with either—

(i) a trough with a smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow of at least 0.6 Meters for every five such persons employed at any one time and a constant

supply of water from taps or jets above the trough at intervals of not more than 0.6 Meters; or

(ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plug and having an adequate supply of water laid on or always readily available; and

(*b*) a sufficient supply of clean towels made of suitable material renewed daily with a sufficient supply of soap or other suitable cleaning materials and of nail brushes;

(*c*) a sufficient number of stand pipes with taps—the number and location of such stand pipes shall be to the satisfaction of the Chief Inspector.

12. *Medical Examination.*—(*a*) Every person employed in any process specified in paragraph 3, shall be examined by the certifying Surgeon within seven days preceding or following the date of his first employment in such process and thereafter shall be examined by the certifying Surgeon once in every calendar month or at such other intervals as may specified in writing by the Chief Inspector, on a day of which due notice shall be given to all concerned.

(*b*) A Health Register in Form No. 16 containing the names of all persons employed in any process specified in paragraph 3 shall be kept.

(*c*) No person after suspension shall be employed in any process specified in paragraph 3 without written sanction from the certifying Surgeon entered in or attached to the Health Register.

SCHEDULE V.

(Grinding or Glazing of Metals and Processes incidental thereto).

1. *Definition.*—For the purposes of this Schedule:—

(*a*) "Grindstone" means a grindstone composed of natural or manufactured sandstone but does not include a metal wheel or cylinder into which clocks of natural or manufactured sandstone are fitted.

(*b*) "Abrasive wheel" means a wheel manufactured of bonded emery of similar abrasive.

(*c*) "Grinding" means the abrasion, by aid of mechanical power, of metal, by means of a grindstone abrasive wheel.

(*d*) "Glazing" means the abrading, polishing or finishing, by aid of mechanical power, of metal, by means of any wheel, buff, mope, or similar appliance to which any abrading or polishing substance attached or applied.

(*e*) "Recing" means the turning up, cutting or dressing of a revolving grindstone before it is brought into use for the first time.

(*f*) "Hacking" means the chipping of the surface of a grindstone by a back or similar toor.

(*g*) "Rodding" means the dressing of the surface of a grindstone by the application of a rod, bar or strip of metal to such surface.

2. *Exceptions.*—(1) Nothing in this Schedule shall apply to any factory in which only repairs are carried on except any part thereof in which one or more persons are wholly or mainly employed in the grinding or glazing of metals.

(2) Nothing in this schedule except paragraph 4 shall apply to any grinding or glazing of metals carried on intermittently and at which no person is employed for more than 12 hours in any week.

(3) The Chief Inspector may by certificate in writing subject to such conditions as he may specify therein, relax or suspend any of the provisions of this schedule in respect of any factory if owing to the special methods of work or otherwise such relaxation or suspension is practicable without danger to the health or safety of the persons employed.

3. *Equipment for removal of dust.*—No racing, dry grinding or glazing shall be performed without—

(*a*) a hood or other appliance so constructed, arranged, placed and maintained as substantially to intercept the dust thrown off; and

(*b*) a duct of a adequate size air tight and so arranged as to be capable of carrying away the dust, which duct shall be kept free from obstruction and shall be provided with proper means of access for inspection and cleaning and where practicable with a connection at the end remote from the fan to enable the Inspector to attach thereto any instrument necessary for ascertaining the pressure of air in the said duct; and

(*c*) a fan or other efficient means of producing a draught sufficient to extract the dust:

Provided that the Chief Inspector may accept any other appliance that is, in his opinion as effectual for the interception, removed and disposal of dust thrown off as a hoods dust and fan would be.

4. *Restriction on employment on grinding operations.*—Not more than one person shall at any time perform the actual process of grinding or glazing upon a grindstone, abrasive wheel or glazing appliance :

Provided that this paragraph shall not prohibit the employment of persons to assist in the manipulation of heavy of bulky articles at any such grindstone, abrasive wheel or glazing appliance.

5. *Glazing.*—Glazing or other processes, except processes incidental to wet grinding upon a grindstone shall not be carried on in any room in which wet grinding upon a grindstone is done.

6. *Hacking and rodding.*—Hacking or rodding shall not be done unless during the process either—

(*a*) an adequate supply of water is laid on at the upper surface of the grindstone ; or

(*b*) adequate appliances for the interception of dust are provided in accordance with the requirements of paragraph 3.

7. *Examination of dust equipment.*—

(*a*) All equipment for the extraction or supression of dust shall at least once in every six months be examined and tested by a competent person, and any defect disclosed by such examination and test shall be rectified as soon as practicable.

(*b*) A register containing particulars of such examination and test shall be kept in a form approved by the Chief Inspector.

SCHEDULE VI

MANUFACTURE AND TREATMENT OF LEAD AND CERTAIN COMPOUNDS OF LEAD)

1. *Exemptions.*—Where the Chief Inspector is satisfied that all or any of the provisions of this schedule are not necessary for the protection of the persons employed, he may by certificate in writing exempt any factory from all or any of such provisions, subject to such conditions as he may specify therein.

2. *Definitions.*—For the purposes of this schedule :—

(*a*) "Lead Compound" means any compound of lead other than galena which, when treated in the manner described below yields to an aqueous solution of hydrochloric acid, a quantity of a soluble lead compound exceeding, when calculated as lead monoxide, five per cent of the dry weight of the portion taken for analysis. In the case of paints and similar products and other mixtures containing oil or fat the "dry weight" means the dry weight of the material remaining after the substance has been thoroughly mixed and treated with suitable solvents to remove oil, fats, varnish or other media.

The method of treatment shall be as follows :—

(*a*) A weighted quantity of the material which has been dried at 100°C and thoroughly mixed shall be continuously shaken for one hour at the common temperature with 1,000 times it's weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphide and weighed as lead sulphate.

(*b*) "Efficient exhaust draught" means localised ventilation affected by heat or mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them (as for as practicable under the atmospheric conditions—usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated at the point where such gas, vapour, fumes or dust originate.

3. *Application.*—This schedule shall apply to all factories or parts of factories in which any of the following operations are carried on :—

(*a*) Work at a furnace where the reduction or treatment of zink or lead ores is carried on.

(*b*) The manipulation, treatment or reduction of ashes containing lead, the desilverising of lead or the melting of scrap lead or zink.

(*c*) The manufacture of solder or alloys containing more than ten per cent of lead.

(*d*) The ,manufacture of any oxide, carbonate, sulphate chromate, acetate nitrate or silicate of lead.

(*e*) Handling or mixing of lead tetraethyl.

(*f*) Any other operation involving the use of a lead compound.

(*g*) The cleaning of workrooms where any of the operations aforesaid are carried on.

4. *Prohibition relating to women and young persons.*—No women or young person shall be employed or permitted to work in any of the operations specified in paragraph 3.

5. *Requirements to be observed.*—No person shall be employed or permitted to work in any process involving the use of lead compounds if the process is such that dust or fume from a lead compound is produced therein, or the persons employed therein are liable to be splashed with any lead compound in the course of their employment unless the provisions of paragraph 6 to 44 are complied with.

6. *Exhaust draught.*—Where dust, fume, gas or vapour is produced in the process, provisions shall be made for removing them by means of an efficient exhaust draught so contrived as to operate on the dust, fume, gas or vapour as closely as possible to the point of origin.

7. *Certificate of fitness.*—A person so employed has been granted by a certifying Surgeon a certificate of fitness in Form No. 25 and such certificate as in the custody of the Manager of the factory. The certificate shall be kept readily available for inspection by an inspector and the person granted such a certificate shall carry with him, while at work, a token giving reference to such certificate.

8. *Medical Examination.*—(1) The person so employed shall be medically examined by a certifying Surgeon within 14 days of his first employment in such process and thereafter shall be examined by the certifying Surgeon at intervals of not more than three months, and a record of such examinations shall be entered by the certifying Surgeon in the special certificate of fitness granted under paragraph 7.

(2) If at any time the certifying Surgeon is of opinion that any person is no longer fit for employment on the grounds that continuance therein would involve special danger to health, he shall cancel the special certificate of fitness of that person.

(3) No person whose special certificate of fitness has been cancelled shall be employed unless the certifying Surgeon after re-examination, again certifies him to be fit for employment.

9. *Food, Drinks, etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought or consumed by any worker in any work-room in which the process is carried on and no person shall remain in any such room during intervals for meals or rest.

10. *Protective clothing.*—Suitable protective overalls and head coverings shall provided, maintained and kept clean by the factory Occupier such overalls and head coverings shall be worn by the persons employed.

11. *Cleanliness of work-rooms, tools, etc.*—The rooms in which the persons are employed and all tools and apparatus used by them shall be kept in a clean state.

12. *Washing facilities.*—(1) The Occupier shall provide and maintain for the use of all persons employed suitable washing facilities consisting of—

(*a*) a trough with a smooth impervious surface fitted with a waste pipe without plug and of sufficient length to allow at least 0.6 Meters for every ten persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than 0.6 Meters; or

(*b*) at least one wash-basin for every ten persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of clean water; together with, in either case, a sufficient supply of nail brushes, soap or other suitable cleansing material and clean towels.

(2) The facilities so provided shall be placed under the charge of a responsible person and shall be kept clean.

13. *Mess room or Canteen.*—The Occupier shall provide and maintain for the use of the persons employed suitable and adequate arrangements for taking their meals. The arrangements shall consist of the use of a room separate from any work room which shall be furnished with sufficient tables and benches, and unless a canteen serving hot meals is provided, adequate means of warming food. The room shall be adequately ventilated by the circulation of fresh air, shall be placed under the charge of a responsible person and shall be kept clean.

14. *Clock-Room.*—The Occupier shall provide and maintain for the use of persons employed, suitable accommodation for clothing not worn during working hours and for the drying of wet clothing.

SCHEDULE VII

(GENERATION OF GAS FROM DANGEROUS PETROLEUM AS DEFINED WITH PETROLEUM ACT, 1934).

1. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in or shall be allowed to enter any building in which the generation of gas from dangerous petroleum is carried on.

2. *Flame Traps.*—The plant for generation of gas from dangerous petroleum and associated piping and fittings shall be fitted with at least two efficient flame traps so designed and maintained as to prevent a flash back from any burner to the plant. One of these traps shall be fitted as close to the plant as possible. The plant and all pipes and valves shall be installed and maintained free from leaks.

3. *Generating building or rooms.*—All plants for generation of gas from dangerous petroleum erected after the coming into force of the provisions specified in this schedule, shall be erected outside the factory building proper in a separate well ventilated building (herein after referred to as the "generating building". In the case of such plant erected before the coming into force of the provisions specified in this schedule, there shall be no direct communication between the room where such plants are erected (herein after referred to as the "generating room") and the remainder of the factory building. So far as practicable, all such generating rooms shall be constructed of fire resisting materials.

4. *Fire Extinguishers.*—An efficient means of extinguishing petrol fires shall be maintained in any easily accessible position near the plant for generating gas from dangerous petroleum.

5. *Plant to be approved by the Chief Inspector.*—Petrol gas shall not be manufactured except in a plant for generating petrol gas the design and construction of which has been approved by the Chief Inspector.

6. *Escape of petrol.*—Effective steps shall be taken to prevent petrol from escaping into any drain or sewer.

7. *Prohibition relating to smoking.*—No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in the generating room or building or in the vicinity thereof and a warning notice in the language understood by

the majority of the workers shall be posted in the factory prohibiting smoking and the carrying of matches, fire or naked light or other means of producing a naked light or spart into such room or building.

8. *Access to petrol or container.*—No unauthorised person shall have access to any petrol or to a vessel containing or having actually contained petrol.

9. *Electric fittings.*—All electric fittings shall be of flame-proof construction and all electric conductors shall either be enclosed in metal conduits or be lead-sheated.

10. *Construction of doors.*—All doors in the generating room or building shall be constructed to open outwards or to slide and no door shall be locked or obstructed or fastened in such a manner that it cannot be easily and immediately opened from the inside while gas is being generated and any person is working in the generating room or building.

11. *Repair of containers.*—No vessel that has contained petrol shall be repaired in a generating room or building and no repairs to any such vessel shall be undertaken unless live steam has been blown into the vessel and until the interior is thoroughly steamed out or other equally effective steps have been taken to ensure that it has been rendered free from petrol of inflammable vapour.

SCHEDULE VIII

(CLEANING OR SMOOTHING OF ARTICLES BY A JET OF SAND, METAL SHOT OR GRIT OR OTHER ABRASIVE PROPELLED BY A BLAST OF COMPRESSED AIR OR STEAM).

1. *Definition.*—For the purposes of this schedule "sand blasting" means the blasting of any articles by a jet of sand, metal shot, grit or other abrasive.

2. *Sand blasting to be done in enclosed chamber.*—Sand blasting shall not be done in any room except in an enclosed chamber or cabinet in which no other work is performed and at which efficient means are provided, arranged and maintained to prevent the escape of dust to the outside of such chamber or cabinet.

3. *Prohibition relating to employment of women and Young persons.*—No women or young person shall be employed or permitted to work at any operation of sand blasting.

4. *Protecting equipment.*—(1) Unless he is wearing a suitable protective helmet and gauntlets.

(*a*) no person shall be employed or permitted to work at blasting in the open air or work within 9 Metres of sand blasting apparatus in operation in the Open air; and

(*b*) no person shall be employed or permitted to work or allowed in a sand blasting chamber whilst the sand blasting apparatus is in operation.

(2) The occupier of the factory shall provide and maintain in good condition all helmets, overalls and gauntlets that are necessary to comply with the requirements of this schedule.

(3) Every protective helmet shall carry the distinguishing mark of the person by whom it is to be used and shall be provided with a sufficient supply of pure air for breathing and ventilation, together with suitable arrangements to permit the escape of the expired air.

(4) No person shall wear a protective helmet that has been worn by another person unless such protective helmet shall have been thoroughly disinfected.

(5) All persons engaged in sand blasting while at work shall wear the protective equipment provided under the provisions of this paragraph.

5. *Medical Examination.*—

(*a*) Every person employed in the process specified in paragraph 1 shall be examined by the certifying Surgeon once in every three months or at such other intervals as may be specified in writing by the Chief Inspector of Factories on a day of which the notice shall be given to all concerned and such examination shall take place at a factory.

(*b*) Every person employed shall present himself at the appointed time for examination by the certifying Surgeon as provided in sub-paragraph (1) above.

(*c*) A Health Register in Form No. 17, containing the names of all persons employed in the process specified in paragraph 1 shall be kept.

(*d*) The certifying Surgeon shall record the results of the examination against the name of each worker in the Health Register.

(*e*) No person after suspension shall be employed in the process specified in paragraph 1 without the written sanction from the certifying Surgeon, entered in the Health Register".

SCHEDULE IX

(LIMING AND TANNING OF RAW HIDES AND SKINS AND PROCESS INCIDENTAL THERETO).

1. *Cautionary notices.*—(1) Cautionery notices as to anthrax in the form specified by the Chief Inspector shall be affixed in prominent positions in the Factory where they may be easily and conveniently read by the persons employed.

(2) A copy of a warning notice as to anthrax in the form specified by the Chief Inspector shall be given to each person employed when he is engaged, and subsequently if still employed on the first day of each calendar year.

(3) Cautionary notices as to the effects of chrome on the skin shall be affixed in prominent positions in every factory in which chrome solutions are used and such notices shall be so placed as to be easily and conveniently read by the persons employed.

(4) Notices shall be affixed in prominent places in the factory stating the position of the "First Aid Box" or cupboard and the name of the person in charge of such box or cupboard.

(5) If any person employed in the factory is illeterate, effective steps shall be taken to explain carefully to such illeterate person the contents of the notice specified in sub-paragraphs 1, 2 and 4 and if chrome solutions are used in the factory the contents of the notice specified in paragraph 3.

2. *Protective clothing.*—The occupier shall provide and maintain in good condition the following articles of protective clothings :—

(*a*) Water--proof Footwear, leg coverings, aprons, and rubber gloves for persons employed in processes involving contact with chrome solutions including the preparation of such solutions :—

(*b*) Protective footwear, aprons and gloves for persons employed in the handling of hides or skins other than in processes specified in clouse (*a*).

Provided that gloves shall not be required for persons flashing by hand or where there is no risk of contact with lime, sodium sulphate or other caustic liquor.

3. *Washing facilities, mess room and clock-room.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed :—

(*a*) a trough with smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow of at least 0.6 Meters for every ten persons employed at any one time, and having a constant supply of water from taps or jets above the trough at intervals of not more than 0.6 Meters.

(*b*) at least one wash basin for every ten such persons employed at any one time, fitted with a waste pipe and plug and having a constant supply of water; together with, in either case, a sufficient supply of nail brushes, soap or other suitable, cleansing material, and clean towels;

(*c*) a suitable mess room adequate for the number remaining on the premises during the meal intervals, which shall be furnished with (1) sufficient tables and benches and (2) adequate means for warming food and for boiling water:

The mess room shall (1) be separate from any room or shed in which hides or skins are stored, treated or manipulated, (2) be separate from the clock-room, and (3) be placed under the charge of a responsible person.

(*d*) suitable accommodation for clothing not worn during the workings hours with adequate arrangements for drying the clothing if wet. The accommodation so provided shall be placed under the charge of a responsible person.

4. *Food, drinks, etc., prohibited in work rooms.*—No food, drink, pan and supari or tobacco shall be brought into or consumed by any worker in any work-room or shed in which hides or skins are stored, treated or manipulated.

5. *First Aid arrangements.*—The occupier shall (*a*) arrange for an inspection of the hands of all persons coming into contact with chrome solutions to be made twice a week by a responsible person;

(*b*) Provide and maintain a sufficient supply of suitable ointment and impermeable water-proof plaster in a box readily accessible to the worker and used solely for the purpose of keeping the ointment and plaster.

SCHEDULE X

Cellulose Spraying

1. *Application.*—The provisions of this schedule shall apply to all factories or parts of factories in which the spraying of cellulose ester paints or lacquers is carried on.

2. *Prohibition of the Employment of Children and Adolescents.*—No child or adolescent shall be employed in any factory on the operation specified in paragraph 1 above.

3. *Exhaust draught.*—An efficient exhause draught shall be provided by mechanical means for the process specified in paragraph 1 above. The draught shall operate on the vapour given off in the process as near as may be at the point of origin so as to prevent it (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. The draught shall be maintained working for a period of at least five minutes after the cessation of the operation.

Provided that the Chief Inspector may grant exemption from these provisions if he is satisfied that due to the casual nature of the operation they are not necessary to secure the health of the workers.

4. *Position of spray operators.*—Arrangements shall, as far as practicable, be made so as to render it unnecessary for the person operating the spray to be in a position between a ventilating outfit and the article being sprayed.

SCHEDULE XI

(Graphite powdering and incidental processes)

1. *Application.*—The provisions of this schedule shall apply to all factories or parts of factories in which the grinding and sliving of graphite and the processes incidental thereto are carried on.

2. *Prohibition of employment of women, children and adolescents.*—No women, child, or adolescent shall be employed in any factory upon any of the operations specified in paragraph 1 above.

3. *Medical Certificate and Examination.*—(1) No person shall be employed in any factory for more than fifteen days in the year upon any of the operations specified in paragraph 1 above unless

a special certificate of fitness in Form No. 25, granted to him by a certifying Surgeon appointed under section 10, is in the custody of the Manager of the factory.

(2) The Inspector of Factories may require that any person in respect of whom a certificate referred to in sub-paragraph 1 has been granted shall carry with him while at work a token giving reference to such certificate.

(3) Every person so employed shall be medically examined by a certifying Surgeon at intervals of not more than six months and a record of such examination shall be entered in the special certificate granted under sub-paragraph (1).

(4) If at any time a certifying Surgeon is of opinion that any person is no longer fit for employment upon any of the operations specified in paragraph 1 above he shall cancel the special certificate of fitness granted to that person.

(5) No person whose special certificate of fitness has been cancelled shall be employed upon any of the operations specified in paragraph 1 above unless a certifying Surgeon again certifies him to be fit.

4. *Exhaust Draughts.*—Provision shall be made for removing the dust produced in any of the operations specified in paragraph 1 above by means of an efficient exhaust draught so contrived as to operate on the dust as closely to the point of origin as possible.

Provided that where the provision of an exhaust draught is not reasonably practicable the Inspector may require.

(*a*) respirators of a type approved by him to be provided and maintained in a clean and efficient condition by the occupier and worn by every person working under such condition ; and

(*b*) the damping of floors, apparatus and material to prevent the raising of dust.

5. *Floors and work-benches.*—(1) The floor of every room in which any person is employed upon any of the operations specified in paragraph 1 above shall be of cement or other impervious materials.

(2) The top of every work-bench in every such room shall be of impervious material.

(3) The said floors and work benches shall be kept clean and in good condition.

(4) The Inspector may, by order in writing, require the said floors and work benches to be kept wet in such manner as he may deem suitable, in order to reduce dust.

6. *Washing Facilities.*—The occupier shall provide and maintain in a clean state and in good repair for the use of persons employed upon any of the operations specified in paragraph 1 above either (*a*) a trough with smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 0.6 Meters for every five such persons employed at any one time, and having constant supply of water from taps or jets above the trough at intervals of not more than 0.6 Meters or (*b*) at least one lavatory basin for every five such persons employed at any one time, fitted with a waste pipe and plug having a constant supply of water together with, in either case a sufficient supply of nail brushes, soap or other suitable cleaning material and cleaning towels.

7. *Food, Drink and Tobacco.*—No food, drink, pan supari or tobacco shall be brought into, or consumed in any room in which any person is employed upon any of the operations specified in paragraph 1 above.

8. *Protective clothing.*—Adequate protective clothing such as overalls in a clean condition shall be provided by the occupier to every person employed upon any of the operations specified in paragraph 1 above.

9. *Exemptions.*—The Chief Inspector may exempt any factory or part of a factory from the provisions of paragraphs 4 to 7 to the extent he deems suitable, if he is satisfied that their observance is not necessary for safeguarding the health of the operatives.

SCHEDULE XII

(MANUFACTURE OF CHROMIC ACID OR MANUFACTURE OR RECOVERY OF THE BYCHROMATE OF SODIUM OR POTTASIUM OR AMMONIUM).

1. *Definitions.*—For the purposes of this Schedule:—

(*a*) "Chrome Process" means the manufacture of chromic acid or bichromaet of sodium or potassium or ammonium or the manipulation, movement or other treatment of the substances in connection with their manufacture.

(*b*) "Efficient exhaust draught" means localised ventilation effected by mechanical or other means for the removal of gas, vapour, dust or fumes so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove smoke generated to the point where such gas, vapour, fumes or dust originate.

(*c*) "Suspension", means suspension from employment in any of the chrome processes specified by written certificate in the Health Register (Form No. 16) signed by the certifying Surgeon, who shall have power of suspension as regards all persons employed in any such process.

2. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any chrome process.

3. *Efficient exhaust draught.*—The following chrome process shall not be carried on without the use of an efficient exhaust draught, namely :—

(*a*) grinding, (*b*) sieving, (*c*) batch mixing; (*d*) concentration.

3-A. *Separation of certain processes.*—The following chrome processes namely :—

(*a*) grinding of raw materials, and

(*b*) sieving of raw materials,

shall be carried on in such manner and under such conditions as to secure effectual separation from any other processes.

4. *Washing facilities.*—(1) Where acidification, sulphate settling or washing, concentration, crystallisation, centrifugation or packing is carried out, there shall be provided close to each worker's station :—

(*a*) wash places installed for washing hands and feet frequently in running water, and

(*b*) a container holding at least 600 c.c. of 10 per cent solution of sodium bisulphite or any other suitable reducing agent.

(2) There shall also be provided and maintained in a cleanly state and good repair washing accommodation under cover with sufficient supply of soap and towels on the scale indicated below :—

Atleast one tap or stand pipe for every 10 employees and the tap or pipe shall be spaced not less than 1.2 Meter apart.

Note.—In computing the total number of taps required for the purposes of this rule, the taps or stand pipes as required under clause 5(1) (a) shall be included.

5. *Time to be allowed for washing.*—Before each meal and before the end of the day's atleast ten minutes, in addition to the regular meal time, shall be allowed for washing, to each person employed in a chrome process.

6. *Flooring.*—The floor of every work-room shall be :—

(*a*) of cement or similar other material so as to be smooth and impervious to water and provided with suitable gradient and drainage ;

(*b*) maintained in sound condition and cleaned daily.

7. *Medical Facilities.*—(1) The occupier of the factory shall appoint a qualified medical practitioner who shall examine and treat all workers for chrome ulcerations on the premises atleast thrice a week. Records of such examination and treatment shall be maintained in a Form approved by the Chief Inspector of Factories and shall be available to the Inspectors for inspection. Medicanents, dressings and other equipments required for such examinations and treatment shall be provided by the occupier.

(2) The occupier shall in addition appoint a person trained in First Aid who shall inspect daily the hands and feet of all persons employed and shall keep a record of such inspection in a register maintained for the purpose in a Form approved by the Chief Inspector of Factories.

(3) The occupier shall also provide and maintain a sufficient supply of suitable ointment and impermeable water proof plaster in a separate box readily accessible to the workers and used solely for the purpose of keeping the ointment and plaster.

8. *Protective Equipment.*—(1) The occupier shall provide and maintain for the use of all persons employed :—

(*a*) in grinding, sieving or mixing raw materials sufficient and suitable respirators (issued separately for each individual) filtering materials of which shall be renewed daily ;

(*b*) in roasting process, suitable footwear ;

(*c*) in acidification, setting, concentration crystillisation centrifugation or packing suitable aprons and protective coverings for hands and feet.

(2) Arrangements shall be made by the occupier for the examination and cleaning of all the protective equipment at the close of each day's work and for the repairs or renewal thereof when necessary.

9. *Use of protective equipment.*—Every person employed in a chrome process shall make use of the protective equipment provided under Rule 8.

10. *Cloak Room.*—There shall be provided and maintained in a clean state and in good repair for the use of all persons employed in any chrome process :—

(*a*) a cloak room for street clothing put off during working hours including adequate arrangements for drying such clothing, when wet, such accommodation shall be separate from any mess room ;

(*b*) separate and suitable arrangements for the storage of protective clothing provided under paragraph 8.

11. *Mess Room.*—(1) There shall be provided and maintained for the use of all persons remaining within the premises during the meal intervals a suitable mess-room providing accommodation of atleast 0-93 Sq. M. per head and furnished with :—

(i) a sufficient number of tables and chairs or benches ;

(ii) arrangements for washing utensils,

(iii) adequate means for warming food.

(2) The mess-room shall be placed under the charge of a responsible person, and shall be kept clean.

12. *Food, Drink, etc., prohibited in work rooms.*—No food, drink, 'Pan', 'Supari' or tobacco shall be brought or consumed by any worker in any work room in which chrome process is carried on and no person shall remain in any such room during intervals for meals or rest.

13. *Medical Examination.*—(1) Every person employed in a chrome process shall be examined by the certifying Surgeon once in every calendar month, or at such other intervals as may be specified in writing by the Chief Inspector on a day of which due notice shall be given to all concerned and such examination shall take place on the factory premises.

(2) Every person employed shall present himself at the appointed time for examination by the certifying Surgeon is provided in clause (1).

(3) A Health Register in Form No. 16 containing the names of all persons employed in a chrome process shall be kept.

(4) No person after suspension shall be employed in chrome process without a written sanction from the certifying Surgeon entered in the Health Register.

14. *Fencing of vessels.*—Every fixed vessel, whether pot, pan, vat or other structure, containing any dangerous material and not so covered as to eliminate all reasonable risk of accidental immersion of any portion of the body of a person employed shall be fenced as follows :—

(*a*) Each such vessel, shall unless its edge is atleast 1 Meter above the adjoining ground or platform be security fenced to a height of atleast a Meter such adjoining ground or platform.

(*b*) No plank or gangway shall be placed across or inside any such vessel unless such plank or gangway is :—

(i) atleast 0.46 Meter wide ; and

(ii) securely fenced on both sides, either by upper and lower rails, to a height of 1 Meter or by other equally efficient means ;

(*c*) If any two such vessels are near each other and the space between them clear of any surrounding brick-work or other work, is either :—

(i) Less than 0.46 Metres in width, or

(ii) is .46 Meters in width, but is not securely fenced on both sides to a height of atleast 1 Meter secure barriers shall be placed so as to prevent any passage between them.

15. *Cautionery Notice.*—A cautionery notice in the form specified by the Chief Inspector and printed in the language of the majority of the workers employed shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers.

16. *Exemption.*—If in respect of any factory the Chief Inspector is satisfied that owing to the execptional circumstances of the infrequency of the process, or for any other reason, oil or any of the provisions of this schedule are not necessary for the protection of the persons employed in such factory, he may by certificate in writing exempt such factory from all or any of the provisions indicated in such certificate on such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector, without assigning any reasons.

SCHEDULE XIII

(MANIPULATION OF NITRO OR AMIDO COMPOUNDS)

1. *Definition.*—For the purposes of this schedule :—

(*a*) "Nitro or amido compound" means :—

(i) Paranitraniline (Fast Red B. G. Base),

(ii) Benzidine (Fast Corinth B. Base),

(iii) Alpha Naphthylamine (Fast Farnet B. Base),

(iv) Beta Naphthylamine (Fast scareley B. Base).

(*b*) "Efficient exhaust Draught" means localised ventilation effected by mechanical means for the removal of dust or fumes so as to prevent them from escaping into the air or any place in which work is carried on. No draught shall be deemed efficient which fails to remove the dust or fumes generated at the point where such dust or fumes originate.

2. *Application.*—This schedule shall apply to all factories or parts of factories in which crushing, grinding, sieving, mixing or filling in respect of nitro or amido compounds is carried on.

3. *Prohibition relating to women and Young persons.*—No woman or young person shall be employed or permitted to work in any operation involving the use of nitro or amido compounds or at any place where such operations are carried on.

4. *Mixing and filling.*—The nitro or amido compounds shall not be required or allowed to be mixed or filled in cartridges by hand except by means of a suitable scoop.

5. *Exhaust Draught.*—The operations mentioned in paragraph 2 shall not be carried on without the use of an efficient exhaust draught. Any dust or fumes produced shall be drawn into it and carried on to a dust collecting system.

6. *Medical Examination.*—(1) Every person employed in any process involving the use of nitro or amido compounds shall be medically examined by a certifying Surgeon within thirty days of his first employment in such process and he shall thereafter be examined by the certifying Surgeon at intervals of not more than three months and a record of such examinations shall be entered by the certifying Surgeon in the certificate of fitness granted under paragraph 7.

(2) If at any time the certifying Surgeon is of opinion that any person employed is no longer fit for employment on the ground that continuance therein would involve special danger to health he shall cancel the certificate of fitness granted to that person.

(3) No person whose certificate of fitness has been cancelled shall be re-employed unless the certifying Surgeon, after re-examination, again certified him to be fit for employment.

7. *The Certificate of fitness.*—A person medically examined under paragraph 6 and found fit for employment shall be granted by a certifying Surgeon a certificate of fitness in Form No. 25, with the necessary modifications and such certificates shall be in the custody of the manager of the factory. The certificate shall be kept readily available for inspection by any Inspector and the person granted such a certificate shall carry with him while at work, a token giving reference to such certificate.

8. *Flooring.*—The floor of every work-room where any operation involving the use of nitro or amino compounds is carried on shall be made of cement or similar other material (Excluding asphalt, tar or similar other materials which readily absorb or combine with coal-tar derivatives) so as to be smooth and impervious to water and shall be cleaned daily and maintained in sound condition.

9. *Protective equipment.*—(1) The Occupier shall provide, maintain, in good repair and keep in a clean condition for the use of all persons employed in any operations mentioned in paragraph 2 suitable protective wear for hands, feet and head, suitable aprons or overalls, goggles and respirators. The filtering material of the respirators shall be renewed daily.

(2) The protective equipment provided shall be used by the persons concerned while at work.

10. *Washing facilities.*—The Occupier, shall provide and maintain in cleanly state and in good repair for the use of all persons employed in and of the processes specified in paragraph 2, a wash place under cover, with either :—

(*a*) (i) a trough with a smooth impervious surface fitted with a waste pipe without plug, and of sufficient length to allow at least 0.6 Meters for every five such persons employed at and one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than 0.6 Meters ; or

(ii) at least one tap or stand pipe for every five such persons employed at any one time and having a constant supply of clean water, the tap or stand pipe being spaced not less than 1.2 Meter apart; and

(*b*) a sufficient supply of clean towels made of suitable materials renewed daily with sufficient supply of nail brushes and soap.

11. *Time to be allowed for washing.*—Before each meal and before the end of the day's work, atleast ten minutes, in addition to the regular meal time shall be allowed for washing to each person employed in any of the processes mentioned in paragraph 2.

12. *Facilities for bathing.*—The Occupier shall provide sufficient bath accommodation to the satisfaction of the Chief Inspector together with a sufficient supply of soap and clean towels for all persons employed in any of the processes mentioned in paragraph 2.

13. *Provisions of sodium sulphate.*—(1) The occupier shall provide and maintain in a cleanly state sufficient quantity of 10 per cent solution of sodium bisulphate.

(2) All persons employed shall wash their hands and gloves before taking meals and before leaving the factory on each working day.

14. *Mess Room.*—(1) There shall be provided and maintained for the use of all persons remaining within the premises during the meal intervals, a suitable mess room providing accommodation of atleast 0.93 sq. Meter per head and furnished with :—

(i) a sufficient number of tables and chairs or benches with back rest;

(ii) arrangements for washing utensils;

(iii) adequate means for warming food;

(iv) adequate quantity of drinking water.

(2) The rooms shall be adequately ventilated by the circulation of fresh air and placed under the charge of a responsible person and shall be kept clean.

15. *Food, Drinks, etc., prohibited in work-rooms.*—No food, drink, pan and supari or tobacco shall be brought or consumed by any worker into any work-room in which any of the processes mentioned in paragraph 2 is carried on and no person shall remain in any such room during intervals for meals or rest.

16. Clock-Room, etc.—There shall be provided and maintained for use of all persons employed in any of the processes mentioned in paragraph 2: —

(*a*) a cloak-room for clothing put off during working hours, such accommodation shall be separate from any mess room ;

(*b*) separate and suitable arrangements for the storage of protective equipment provided under paragraph 9.

17. *Cautionery placard.*—A cautionery placard in the form specified by the Chief Inspector and printed in the language which majority of the workers employed understand shall be affixed in a prominent place in the factory where it can be easily and conveniently read by the workers. If any person employed in the factory is illiterate, effective steps shall be taken to explain carefully to such illeterate person the contents of the placard affixed.

18. Exemption.—If in respect of any factory the Chief Inspector of Factories is satisfied that all or any of the provisions of this schedule are not necessary for the protection of the persons employed in such factory, he may by certificate in writing, exempt such factory from all or any of such provisions, subject to such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector without assigning any reasons.

SCHEDULE XIV

(Manipulation of acids or alkalies)

1. *Definition.*—For the purposes of this schedule acid or alkalis include sulphuric acid, nitric acid, hydrochloric acid, hydrofluric acid or carbolic acid, or anhydrous liquid ammonia, sodium hydroxide or potassium hydroxide or mixtures thereof.

2. *Application.*—This schedule shall apply in respect of all factories or any part thereof in which acids or alkalies are manufactured, stored, handled, packed or used.

3. *Flooring.*—The floor of every work-room to which this schedule applies shall be made of impervious, fire-resistant material and shall be so constructed as to prevent collection of acids and alkalies. The surface of such floor shall be smooth and cleaned as often as necessary, and maintained in a sound condition.

4. *Protective equipment.*—(1) The Occupier shall whenever so directed by an Inspector provide maintain in good order and keep in a clean condition for the use of all persons employed in any

operation mentioned in paragraph 2 suitable protective wear for hands and feet, suitable aprons, acid handlers, goggles, and suitable respirators.

(2) The protective equipment provided shall be used by the person concerned while at work.

5. *Water facilities.*—Where any of the operations mentioned in paragraph 2 is carried on there shall be provided close to the place of such operation a source of water at a height of 2.1 Meters secured from a pipe of 2.5 Cm. diameter and fitted with a quick acting valve so that in case of injury to the worker by acid of alkalies, the injured part can be throughly flooded with water.

6. *Cautionery Notice.*—A cautionery notice in the following form and printed in the language which majority of the workers employed understand, shall be affixed prominently close to the place where any of the operations mentioned in paragraph 2 is carried on and where it can be easily and conveniently read by the workers. If any worker is illeterate, effective steps shall be taken to explain carefully to him contents of the notice so affixed.

CAUTIONARY — NOTICE

DANGER

Acids and Alkalies cause severe burns and vapours thereof may be extremely hazardous. In case of contact immediately flood the part effected with plenty of water for atleast 15 minutes.

7. *Transport.*—

(*a*) Acids or alkalies shall not be filled, moved or carried except in containers, including crates of sound construction and of sufficient strength.

(*b*) Containers having a capacity of 11.36 or more Litres of acid or alkalies shall be placed in a receptacle or crate and then carried by more than one person at a height below the waist line unless a suitable rubber wheeled truck is used for the purpose.

8. *Devise for handling acids or alkalies.*—

(*a*) Suitable tilting or lifting devise shall be used for emptying jars or carboys containing acids.

(*b*) Alkalies shall not be handled by bare hands but by means of a suitable scope.

9. *Opening of valves.*—Valves fitted to containers holding acid or alkali which do not work freely shall not be forced open. They shall be opened by a worker suitably trained for the purpose.

10. *Cleaning tanks, stills, etc.*—In cleaning out or removing residues from stills or other large chambers used for holding acids wooden implements shall be used to prevent production of arseniuretted hydrogen (Arsine).

11. *Storage.*—Acids shall not be stored in any room used for strong turpentine, carbides, metallic powders and combustible materials.

12. *Fire extingusihers.*—An adequate number of a suitable type of fire extinguishers shall be placed near each acid storage which shall be regularly tested and refilled. Clear instructions as to how the extinguishers should be used printed in the language which majority of workers employed understand, shall be affixed near each extinguisher.

13. *Exemption.*—If in respect of any factory on an application made by the Manager, the Chief Inspector is satisfied that owing to the exceptional circumstances or the infrequency of the process, or for any other reason, all or any of the provisions of this schedule are not necessary for the protection of the persons employed in such factory, he may be certificate in writing exempt such factory from all or any of the provisions indicated in such certificate on such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector.

SCHEDULE XV

(Manufacture of Pottery)

1. *Definition.*—

(*a*) "Pottery" includes earthenware, stoneware, porcelain, china, and any other articles made from clay or from a mixture containing clay and other materials such as quarts, flint, feldspar and *gypsum*.

(*b*) "Efficient exhaust draught" means localised ventilation effected by mechanical or other means for the removal of dust or fume so as to prevent it from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove effectively dust or fume generated at the point where dust or fume originates.

The following processes shall not be carried on without the use of an efficient exhaust draught.	*Reference to Tables in the report on silicosis in the*
(1)	(2)
Sub-Clause (viii).—Fettling of biscuit ware which has been fired in powdered flint or quartz except where this is done in machines so enclosed as to effectually prevent the escape of dust.	Item 7 in table VI.
Sub-Clause (ix).—Ware cleaning after the application of glaze by dipping or other process.	Item 8 in table VIII.
Sub-Clause (x).—Crushing and dry grinding of materials for pottery bodies, and saggars, unless carried on in machines so enclosed as to effectively prevent the escape of dust or is so damp that no dust can be given off.	Items 2, 4 in table III, 1 in table V and 3, 4 in table IX.
Sub-Clause (xi).—Sieving or manipulation of powdered flint, quartz, clay grog or mixture of these materials unless it is so damp that no dust can be given off.	Items 5, 6 and 7 in table IX.
Sub-Clause (xii).—Grinding of tiles in a power driven wheel unless an efficient water spray is used on the wheel.	This operation was not being carried on.
Sub-Clause (xiii).—Lifting and conveying of materials by elevators and conveyors unless they are effectively enclosed and so arranged as to prevent escape of dust into the air in or near to any place in which persons are employed.	Items 2, 4 in table III and item 1 table V. *Note.*—Elevators were close to the crushers and grinders.
Sub-Clause (xiv).—The preparation or weighing out of flow material, lawning of dry colours colour dusting and colour blowing.	Item 7, 8 in table VIII.

The following processes shall not be carried on without the use of an efficient exhaust draught.	*Reference to Tables in the report on silicosis in the*
(1)	(2)
Sub-Clause (xv).—In mould making unless the bins or similar receptacles used for holding plaster of Paris are provided with suitable covers.	Item 5 in table VII.
Sub-Clause (xvi).—The manipulation of calcined material unless the material has been made and remains so wet that no dust is given off.	Item 2 and 3 in table VII.
Clause 11 (1).—Protective equipment. *Clause* 11 (4).—Protective equipment.	All persons employed in dusty operations should be supplied with overalls and head coverings.

Item 8 in table III 1, 3 in table IV and 6, 7 in table IX.

3. Each of the following processes shall be carried on in such a manner and under such conditions so as to secure effectual separation from one another, and from other wet processes :—

(*a*) Crushing and dry grinding or sieving of materials, fettling, pressing of tiles, drying of clay and greenware *loading and unloading of saggars*.

(*b*) All processes involving the use of a dry lead compound.

4. No glaze which is not a leadless glaze or a low solubility glaze shall be used in a factory in which pottery is manufactured.

5. No woman or young person shall be employed or permitted to work in any of the operations specified in Clause 2, or at any place where such operations or carried on.

6. The potter's wheel (Jolly and Jigger) shall be provided with screens or so constructed as to prevent clay scrapings being thrown off beyond the wheel.

7. (1) All practical measures shall be taken by damping or otherwise to prevent dust arising during cleaning of floors.

(2) Damp saw-dust or other suitable material shall be used to render the moist method effective in preventing dust rising into the air during the cleaning process which shall be carried out after work has ceased.

(*c*) "Fettling" includes scalloping towing, sand papering sand sticking, brushing or any other process of cleaning of pottery, pottery-ware in which dust is given off.

(*d*) "Leadless glaze" means a glaze which does not contain more than one per cent of its dry weight of a lead compound calculated as lead monoxide.

(*e*) "Low solubility glaze" means a glaze which does not yield to dilute hydrochloric acid more than five per cent of its dry weight of soluble lead compound calculated as lead monoxide when determined in the manner described below :—

A weighed quantity of the material which has been dried at 100°C and throughly mixed shall be continuously shaken for one hour, at the common temperature with 1000 times its weight of an aqueous solution of hydrochloric acid containing 0.25 per cent by weight of hydrogen chloride. This solution shall thereafter be allowed to stand for one hour and then filtered. The lead salt contained in the clear filtrate shall then be precipitated as lead sulphite and weighed as lead sulphate.

(*f*) "Ground or powdered flint or quartz" does not include natural sands.

(*g*) "Potter's shop" includes all places where pottery is formed by pressing or by an other process and all placess where shaping, fettling or other treatment of pottery articles prior to placing for the biscuit fire is carried on.

2. *Efficient exhaust draught* :—

The following processes shall not be carried on without the use of an efficient exhaust draught.	*Reference to Tables in the report on silicosis in the*
(1)	(2)
Sub-Clause (i).—All processes involving the manipulation or use of a dry and untritted lead compound.	Pottery Ceremic Industry. Item 9 in table VI.
Sub-Clause (ii).— The fettling operations of any kind, whether on greenware or biscuit, provided that this not apply to the wet fettling, and to the occasional finishing of pottery articles without the aid of mechanical power.	Item 5, 6, 13, 16 in table V items 7 table VI and item 6 table VIII.
Sub-Clause (iii).—The sifting of clay dust or any other material for making tiles or other articles by pressure,	Item 3 in table V.

The following processes shall not be carried on without the use of an efficient exhaust draught.	*Reference to Tables in the report on Silicosis in the*
(1)	(2)
except where :— (*a*) this is done in a machine so enclosed as to effectually prevent the escape of dust ; or (*b*) the material to be sifted is so damp that no dust can be given off.	
Sub-Clause (iv).—The pressing of tiles from clay dust an exhaust opening being connected with each press ; this clause shall also apply to the pressing from clay dust of articles other than tiles, unless the material is so damp that no dust is given off.	Item 2 in table V.
Sub-Clause (v).—The fettling of tiles made from clay dust by pressure, except where the fettling is done wholly on, or with, damp material ; this clause shall also apply to the fettling of other articles made from clay dust, unless the material is so damp that no dust is given off.	Item 6 in table V.
Sub-Clause (vi).—The progress of loading and unloading of saggars where handling and manipulation of ground and powdered flint, quartz, aluminia or other materials are involved.	Items 1, 2, 3 in table VI.
Sub-Clause (vii).—The brushing of earthenware biscuit, unless the process is carried on in a room provided with efficient general mechanical ventilation or other ventilation which is certified by the Inspector of Factories as adequate, having regard to all the circumstances of the case.	Item 6 in table V and item 7 in table VI.

8 The floors of potters' shops, slip houses, dipping houses and ware cleaning rooms shall be heard, smooth and impervious and shall be thoroughly cleaned daily by a moist method by an adult male.

9. *Medical Examinations.*--(1) All persons employed in any process included under clause 2 shall be examined by the Certifying Surgeon within 7 days preceeding or following the date of their employment in such process; thereafter all persons employed in any process included under clause 2(i) and (xiv) shall be examined by the Certifying Surgeon once in every three calendar months, and those employed in any process included in clause 2(ii) to (xiii) and (xv) and (xvi) once in every 12 months by the Certifying Surgeon. Records of such examinations shall be entered by the Certifying Surgeon in the Health Register and Certificate of fitness granted to him under clause 10.

(2) If at any time the Certifying Surgeon is of opinion that any person employed in any process included in clause 2 is no longer fit for employment on the ground that continuance therein would involve damage to his health, he shall cancel the certificate of fitness granted to that person.

(3) No person whose certificate of fitness has been cancelled shall be re-employed unless the Certifying Surgeon after examination, again certifies him to be fit for employment.

10. *Certificate of fitness.*—A person medically examined under clause 9 and found fit for employment shall be granted by the Certifying Surgeon a certificate of fitness in Form No. 4 and such certificate shall be in the custody of the Manager of the Factory. The certificate shall be kept readily available for inspection by any inspector and the person granted such a certificate shall carry with him while at work, a token giving reference to such certificate.

11. *Protective equipment.*—(1) The Occupier shall provide and maintain suitable over-alls and head coverings for all persons employed in process included under clause 2.

(2) The occupier shall provide and maintain suitable aprons of a water-proof or similar material which can be sponged daily, for the use of the dippers, dippers assistants, throwers, jolly workers, casters, mould makers and filter press and pug mill workers.

(3) Aprons provided in pursuance of clause 11(2) shall be thoroughly cleaned daily by the wearers by sponging or other wet process. All over-alls and head coverings shall be washed, cleaned and mended at least once a week and this washing, cleaning or mending shall be provided for by the occupier.

(4) No person shall be allowed to work in emptying sacks of dusty materials, weighing out and mixing of dusty materials and charging of ball mills and blungers without wearing a suitable and efficient dust respirator.

12. Washing Facilities.—(1) The occupier shall provide and maintain, in a cleanly state and in good repair for the use of all persons employed in any of the processes specified in clause (2), a wash place under cover, with either :—

(*a*) (i) a trough with smooth impervious surface fitted with a waste pipe, without plug, and of sufficient length to allow at least 0.6 meters for every five such persons employed at any one time, and having a constant supply of clean water from taps or jets above the trough at intervals of not more than 0.6 meters ; or

(ii) at least one tap or stand pipe for every five such persons employed at any one time, and having a constant supply of clean water, the tap or stand pipe being spaced not less than 1.2 meters apart ; and

(*b*) A sufficient supply of clean towels made of suitable material changed daily, with sufficient supply of nail brushes and soap.

13. *Time allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition to the regular meal times, shall be allowed for washing to each person employed in any of the processes mentioned in clause 2.

14. *Mess room.*—(1) There shall be provided and maintained for use of all persons remaining within the premises during the rest intervals, a suitable mess-room providing accommodation, of 159 meters per head and furnished with :—

(i) a sufficient number of tables and chairs or benches with back rest ;

(ii) arrangements for washing utensils ;

(iii) adequate means for warming food ;

(iv) adequate quantity of drinking water.

(2) The room shall be adequately ventilated by the circulation of fresh air and placed under the charge of a responsible person and shall be kept clean.

15. *Food, drinks, etc., prohibited in workrooms.*—No food, drink, pan and supari, or tobacco shall be brought into or consumed by any worker in, any work-room in which any of the processes

mentioned in clause 2 are carried on and no person shall remain in any such room during intervals for meals or rest.

16. *Cloak-room, etc.*—There shall be provided and maintained for the use of all persons employed in any of the processes mentioned in clause 2 :—

(*a*) a cloak-room for clothing put off during working hours and such accommodation shall be separate from any mess room ;

(*b*) separate and suitable arrangements for the storage of protective equipment provided under clause 11.

17. These regulations shall not apply to a factory in which any of the following articles, but no other pottery, are made :—

(*a*) unglazed or salt glazed bricks and tiles, and

(*b*) architectural terra-cotta made from plastic clay and either unglazed or glazed with a leadless glaze only.

18. *Exemption.*—If in respect of any factory the Chief Inspector of Factories is satisfied that all or any of the provision of this Schedule are not necessary for the protection of the persons employed in such factory, he may by a certificate in writing exempt such factory from all or any of such provisions, subject to such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector without assigning any reasons.

SCHEDULE XVI

(Chemical Works)

1. *Application.*—These Rules shall apply to all manufacturers and processes incidental thereto carried on in chemical works. These rules shall be in addition to and not in derogation of any provisions of the Factories Act or any other rules made thereunder or of any other Act or Rules.

2. *Definition.—Chemical Works.*—Means any factory or such parts of any factory as are named in Schedule 1 to these Rules.

Breathing Apparatus means.—(1) a helmet or face-piece with necessary connections by means of which a person using it in a poisonous, asphyxiating or irrltant atmosphere breathes ordinary air, or (2) any other suitable apparatus approved in writing by the Chief Inspector.

Life-belt.—means a belt made of leather or other suitable material which can be securely fastened round the body, with a suitable length of rope attached to it, each of which is sufficiently strong to sustain the weight of a man.

Efficient exhaust draught.—means localised ventilation effected by mechanical or other means for the removal of gas, vapour, fume, or dust to prevent it from escaping into the air of any place in which work is carried on.

Surgeon means a Certifying Surgeon appointed under Section 10 of the Factories Act, 1948.

Suspension means suspension by written certificate in the Health Register, signed by the Surgeon from employment in any process mentioned in the certificate.

Bleaching powder means the bleaching powder commonly called chloride of lime.

Chlorate means chlorate or perchlorate.

Caustic means hydroxide of potassium or sodium.

Caustic pot means a metal pot fixed over a furnace or flue and surrounded by brickwork such as is commonly used for concentrating caustic liquor, whether such pot be used for concentrating or boiling caustic or other liquor.

Chrome process means the manufacture of chromate or bichromate of potassium or sodium, or the manipulation, movement or other treatment of these substances in connection with their manufacture.

Nitro or amino process means the manufacture of nitro or amino derivatives of phenol and of benzene or its homologues, and the making of explosives with the use of any of these substances.

3. *Exceptions.*—If the Chief Inspector is satisfied in respect of any factory or any process that, owing to the special conditions or special methods of work, or by reason of the infrequency of the process or for other reasons all or any of the requirements of these Rules are not necessary for the protection of persons employed in any factory or process, he may by order in writing (which he may in his discretion revoke) exempt such factory or process from all or any of the provisions of these Rules subject to such conditions as he may by such order prescribe.

PART I—APPLYING TO ALL THE WORKS IN SCHEDULE I

General

4. *House keeping.*—1. (*a*) Every part of the ways, works, machinery and plant shall be maintained in a clean and tidy condition.

(*b*) Any spillage of materials shall be cleaned up without delay.

(*c*) Floors, platforms, stairways, passages and gangawys shall be kept free of temporary obstructions.

(*d*) There shall be provided easy means of access to all parts of the plant to facilitate cleaning, maintenance and repairs.

5. *Improper use of chemicals.*—2. (*a*) No Chemicals or solvents shall be used by workers for any purposes apart from the processes for which they are supplied.

(*b*) Workers shall be instructed on the possible dangers arising from such misuse. These instructions shall further be displayed in bold letters in prominent places in the different sections.

6. *Storage of Food.*—3. (*a*) No food, drink, tobacco, pan or similar article shall be stored or consumed on or near any part of the plant.

7. *Testing.*—(*b*) Workers shall be instructed on the possible dangers arising from the testing of materials, or of the use for drinking purposes of any vessel used in, or in connection with, the manufacture of chemicals. These instructions shall further be displayed in bold letters in prominent places in the different Sections.

8. *Process Hazards.*—4. Before commencing any large-scale experimental work, or any new manufacture, all possible steps shall be taken to ascertain definitely all the hazards involved both from the actual operations and the Chemical reactions. The properties of the raw materials used, the final products to be made, and any by-products arising during manufacture, shall be carefully studied and provisions shall be made for dealing with any hazards including effects on workers, which may arise, during manufacture.

The design of the buildings and plant shall be based on the information so obtained.

9. *Unauthorised Personnel.*—5. (a) Unauthorised persons shall not be permitted to enter any section of the factory or plant where there are special dangers.

Visitors.—(*b*) Visitors shall be provided, where necessary, with suitable safety equipment and shall be accompanied round dangerous plant by a responsible official.

10. *Instruments.*—6. All Instruments such as pressure stages thermometers, flow meters, and weighing machines shall be tested at regular intervals by a competent person, and records of these tests shall be kept in a register.

11. *Cocks and Valves.*—7. Suitable valves shall be provided in all service lines at sufficiently short intervals for convenience in blanking off, etc. All cocks and valves shall be operated at least once a month, and tested periodically by *a competent person*, and records of these tests shall be kept in a register. A plan of all service installations shall be kept readily available for perusal.

Manholes.—8. No manhole shall be opened for entry until effective fencing has been erected round it.

Emergency instructions.—9. Simple and special instructions shall be framed to ensure that effective measures will be carried out in cases of emergency, to deal with escapes of inflammable, poisonous or deleterious gases, vapours, liquids or dusts. These instructions shall further be displayed in bold letters in prominent places in the different Sections. All workers shall be trained and instructed in the action to be taken in such emergencies, and in the general hazards of their employment.

Protection of Reaction Mixtures.—10. Suitable arrangements shall be made to ensure that no foreign matter of any sort can fall into reaction mixtures.

Electrical Apparatus.—11. Electrical plant, fittings and conductors shall, if exposed to a damp or corrosive atmosphere, be adequately protected. Periodic tests shall be carried out on all circuits.

12. *Place of work.*—(*a*) Workers shall only be allowed in those places in which they have been given orders to work.

(*b*) In dangerous sections of a factory, the number of workers shall be kept to a minimum compatible with the process.

13. *Packing Storage and Transport of Chemicals.*—Chemicals shall be packed and stored in containers suitable for the purpose and of adequate strength for storage or transport. All such containers shall be suitably labelled so that they will be stored and transported in such a manner as to ensure that, in the event of a

spillage, they will neither produce a reacting mixture, nor cause the development of toxic or fire risks in contact with other products in its vicinity, or with walls floors or dust thereon.

14. *Fire and Explosion Risks.*—(*a*) *Site.*—Buildings and plant shall be sited with due regards to the dangers which may arise from the processes involved, and in particular shall be spaced at distances which are deemed safe for the fire and explosive risks connected with the processes in adjacent buildings, Due consideration shall be given to the effect of any processes carried out in adjacent factories.

(*b*) *Isolation of Buildings.*—Where special dangers exist, separate buildings shall be used for the different parts of a process. They shall be spaced at sufficient distances apart and shielded to prevent damage to each other in the event of fire or explosion, and shall be safeguarded by the provision of suitable blow-out panels or roofs. Where the risk of fire or explosion is considerable, the building shall be divided by blast or protective screen walls.

(*c*) *Fire resistance.*—No combustible materials shall be used in the erection of working buildings, unless there are special reasons necessitating their use, when they shall be rendered fire-resistant. The roof shall be of light fire-resistant construction and floors shall be of impervious fire-resistant material and shall be regularly maintained in such condition.

15. (*a*) *Dangers of Ignition (including lighting installation).*—No internal combrsion engine, and no electric motor or other electric equipment, capable of generating sparks or oherwise causing combustion shall be installed or used in a building or danger zone. Electric conductor shall be fitted with screwed steel conduct.

18. (*a*) *Escape of Materials.*—Provision shall be made in all plant, sewers, drains, flues, dusts, culverts and buried pipes to prevent the escape and spread of any liquid, gas, vapour, fume or dust likely to give rise to fire or explosion, both during normal working and in the event of accident of emergency.

(*b*) If escape occurs, such substances shall be removed expeditiously and efficiently at the point of liberation. The effluent shall be trapped and rendered safe outside the danger area.

19. (*a*) *Leakage of Inflammable Liquids.*—Provision shall be made to confine by means of bund walls, sumps, etc., possible leakages from vessels containing inflammable liquide.

(*b*) Adequate and suitable fixed fire fighting appliances shall be installed in the vicinity of such vessels.

20. (*a*) *Cleaning of Empty Containers.*—All empty containers which have held inflammable liquids, and metal containers which have held sulphuric acid shall be rendered permanently safe as soon as practicable, and shall not be required or destroyed until such cleaning has been completed.

(*b*) *Storage of combustible Materials.*—Combustible and inflammable materials shall not be stored in close proximity to chemicals which are liable to cause ignition.

(*c*) Rubbish shall be removed from buildings without delay and placed in special metal containers provided with close fitting lids. The contents shall be removed daily and suitably dealt with. Waste products containing inflammable or explosive materials shall be placed on rubbish heaps but shall be destroyed in an appropriate manner.

21. *Installing of Pipe lines for Inflammable Liquids.*—All pipe lines for the transport of inflammable liquids shall be protected from breakage, shall be arranged so that there is no risk of mechanical damage from vehicles and shall be so laid that they drain throughout without the collection of deposits at any part. All flanged joints, bends and other connections shall be regularly inspected. Cocks and valves shall be so constructed that explosive residues cannot collect therein. The open and closed positions of all cocks and valves shall be clearly indicated on the outside.

22. *Packing of Reaction Vessels.*—Packing and jointing materials for reaction vessels (including covers, manhole covers, and exhaust pipes) and in pipe lines and high or low temperature insulating materials shall not contain materials which are combustible or which react with the products of the plant.

23. *Safety Valves.*—Every still and every closed vessel in which gas is evolved or into which gas is passed, and in which the pressure is liable to rise to a dangerous degree, shall have attached to it a pressure gauge, and a proper safety valve or other equally efficient means to relieve the pressure, maintained in good condition. Nothing in these Rules shall apply to metal bottles or cylinders used for the transport of compressed gases.

24. *Vigorous or Delayed Reactions.*—Suitable provision such as automatic and distant control shall be made for controlling the effects of unduly vigorous or delayed reactions. Automatic flooding or blanketing shall be provided for in the event of an accident.

(*b*) All hot exhaust pipes shall be installed outside a building and other hot pipes shall be suitably protected.

(*c*) Portable electric hand lamps shall not be used unless of an intrinsically safe type, and portable electric tools connected by flexible wires shall not be used, unless of the flame-proof type.

(*d*) Where an inflammable atmosphere may occur the soles of footwear worn by workers shall have no metal on them, and the wheels of trucks or conveyors shall be of conducting non-sparking materials. Adequate precautions shall be taken to prevent the ignition of explosive or inflammable substances by sparks omitted from locomotives or other vehicles operated in the factory or on public lines.

(*e*) No electric are lamp, or naked light, fixed or portable, shall be used, and no person shall have in his possession any match or any apparatus of any kind for producing a naked light or spark in or on, or about any part of the factory where there is liability to fire or explosion from inflammable gas, vapour or dust and all incandescent electric lights in such parts shall be in double air tight glass covers.

(*f*) Prominent notices in the language understood by the majority of the workers and legible by day and by night, prohibiting smoking, the use of naked lights, and the carrying of matches or any apparatus for producing a naked light or spark, shall be affixed at the entrance of every room or place where there is the risk of fire or explosion from inflammable gas, vapour or dust. In the case of illiterate workers, the contents of the notices shall be fully and carefully explained to them when they commence work in the factory for the first time and again when they have completed one week at the factory.

(*g*) *Non-sparking tools.*—A sufficient supply of spades, scrapers and pails made from non-sparking material shall be provided for the use of persons employed in cleaning out or removing residues from any chamber, still, tank, or other vessel where an inflammable or explosive danger may occur.

(*Note.*—The risk is not always obvious and may arise, for example, through the production of hydrogen in acid tanks).

16. *Static Electricity.*—(*a*) All machinery and plant, particularly pipe lines and belt drives, on which static electricity is likely to accumulate, shall be effectively earthed. Receptacles for inflammable liquids shall have metallic connections to the earthed supply tanks to prevent static sparking. Where necessary, humidity shall be controlled.

(*b*) Mobile tank wagons shall be earthed during filling and discharge and preecutions shall be taken to ensure that earthing is effective before such filling or discharge takes place.

(*c*) *Lightning condition.*—Lightning protection apparatus be fitted where necessary, and shall be maintained in good condition.

17. *Process Heating.*—The method providing heat for a process shall be as safe as possible and where the use of naked flame is necessary, the plant shall be so constructed as to prevent any escaping inflammable gas, vapour, or dust coming into contact with the flame, or exhaust gases, or other hot agency likely to cause ignition. So far as practicable, the heating medium shall be automatically controlled at a pre-determined temperature below the danger temperature.

(*c*) Protective equipment shall be provided and stored in the appropriate place for use during abnormal conditions or in an emergency.

(*d*) Arrangements shall be made for the proper and efficient cleaning of all such protective equipment.

34. *Cloak Room.*—There shall be provided and maintained for the use of all persons employed in the processes specified in Schedule II to these Rules a suitable cloak room for put off during working hours and a suitable place separate from the cloak room, for the storage of overalls or working clothes. The accommodation so provided shall be placed in the charge of a responsible persons, and shall be kept clean.

35. *Special Bathing Accommodation.*—(*a*) There shall be provided for the use of all persons employed in the processes specified in Schedule III to these Rules separate sanitary conveniences and sufficient and suitable bathing facilities, which shall be to the satisfaction of the Chief Inspector.

(*b*) A bath register shall be kept containing the names of all persons employed in these processes and an entry of the date when each person takes a bath.

36. *Entry into Vessels.*—(*a*) Before any person enters, for any purpose except that of rescue, any absorber, boiler, culvert, drain, flue, gas purifier, sewer, still, tank, tower, vitriol chamber or other place where there is reason to apprehend the presence of dangerous gas or fume, a responsible person appointed in writing by the occupier for the purpose, shall personally examine such place and shall certify in writing in a book kept for the purpose either that such place is isolated and sealed from every source of such gas or fume and is free from danger or that it is not so isolated and sealed and free from danger. Ne person shall enter any such place which is certified not to be so isolated and sealed and frec from danger. No person shall enter any such place which is certified not to be so isolated and sealed and free from danger unless he is wearing a

breathing apparatus and (where there are no cross style or obstructions likely to cause entanglement) a life-belt, the free end of the rope attached to which shall be left with a man outside whose sole duty shall be to keep watch and to draw out the wearer if he appears to be affected by gas or fume. The belt and rope shall be so adjusted and worn that the wearer can be drawn up head foremost through any manhole or opening.

(*b*) A person entering for the purpose of rescue any such place for which a clearance certificate has not been issued shall wear a breathing apparatus and a life-belt in the manner specified.

37. *Examination and repair of plant.*—Where poisonous materials are likely to be present the examination and repair of plant and piping shall only be done under the supervision of a competent person, and after the plant and piping has been thoroughly cleaned and ventilated. When opening vessels and breaking joints in pipe lines, respirators, goggles and protective clothing shall be worn to the extent required by the competent person.

38. *Storage of acid Carboys.*—Carboys containing nitric acid or 'mixed' acid shall be stored in opensided sheds detached from other buildings, and placed on a flooring of standstone, brick, or other suitable inorganic material. A passagewat shall be provided and kept free from obstruction between every four rows of such carboys. An ample supply of water shall be available for washing away split acid and all precautions shall be taken to prevent workers being exposed to fumes.

CORROSIVE OR DELETERIOUS SUBSTANCES RISKS

39. *Buildings.*—All buildings and plant shall be fitted with due regard to possible dangers from accidental liberation or splashing of corrosive and deleterious liquids, and shall be so designed as to facilitate thorough washing and cleaning. The construction of staging and other parts of buildings shall be carried out with materials impervious and resistant to corrosion so far as practicable.

40. *Leakage.*—(a) All plant shall be so designed and constructed as to obviate the escape of corrosive liquide. Where necessary, separate buildings, rooms, or protective, structures shall be used for the dangerous stages of the process and the buildings shall be so designed as to localise any escape of liquid.

(b) Catch pits, bund walls, or other suitable precautions shall be provided to restrict the serious effects of such leakages. Catch pits shall be placed below joints in pipe-lines where there is danger involved to maintenance and other workers from such leakage.

(*c*) Passages and work-stations shall not be situated directly below any part of plant where there is risk of escape of dangerous liquid. Access to such parts shall, so far as practicable, be prohibited and danger notices shall be affixed at suitable points.

41. *Precautions against escape.*—Adequate precautions shall be taken to prevent the escape of corrosive or deleterious substances and means shall be provided for rendering safe any such escape.

42. *Drainage.*—Adequate drainage shall be provided and shall lead to special treatment tanks where deleterious material shall be neutralised or otherwise rendered safe before it is discharged into ordinary drains or sewers.

43. *Covering of Vessels.*—(*a*) Every fixed vessel or structure containing any dangerous material, and not so covered as to eliminate all reasonable risk of accidental immersion in it of any portion of the body of a worker, shall be so constructed that there is no foothold on the top or the sides.

(*b*) Such vessel shall, unless its edge is at least one meter above the adjoining ground or platform, be securely fenced to a height of at least one meter above such adjoining ground or platform.

(*c*) No plank or gangway shall be placed across or inside any such vessel, unless such plank or gangway is at least 0.5 meter wide, and is securely fenced on both sides by rails spaced at 23 c. meters apart to a height of at least one meter or by other equally efficient means.

(*d*) No person shall be newly employed for more than 14 days without a certificate of fitness granted after examination by the Certifying Surgeon, by a signed entry in the Health Register.

(*e*) Every person employed in the process shall be examined by the Certifying Surgeon once in each calendar month (or at such other intervals, as may be prescribed in writing by the Chief Inspector) on a date or dates of which due notice shall be given to all concerned.

(*f*) Every person so employed shall present himself at the appointed time for examination by the Certifying Surgeon as provided in (*d*) and (*e*) of this Rule.

(*g*) The Certifying Surgeon shall have power of suspension as regards all persons employed and no person after suspension shall be employed without written sanction from the Surgeon entered in the Health Register.

53. *Duties of Workers.*—Every person employed shall—

(*a*) report to his foreman any defect in any fencing, breathing apparatus, appliance or other requisite provided in pursuance of these rules, as soon as he becomes aware of such defect ;

(*b*) use the articles, appliances or accommodation required by these rules for the purpose for which they are provided ;

(*c*) wear the breathing apparatus and life-belt where required under Rule 36 (*a*) and (*b*).

54. No person shall—

(*a*) remove any fencing provided in pursuance of Rule 43 unless duly authorised ; or

(*b*) stand on the edge or on the side of any vessel to which rule 43 applies ;

(*c*) pass are attempt to pass any barrier erected in pursuance of rule 43 ;

(*d*) place across or inside any vessel to which rule 43 applies any plank or gangway which does not comply with that Regulation or make use of any such plank or gangway while in such position ;

(*e*) take a naked light or any lamp or matches or any apparatus for producing a naked light or spark into, or smoke in, any part of the works where there is liability to explosion from inflammable gas, vapour or dust ;

(*f*) use a metal spade, scraper or pail when cleaning out of removing the residues from any chamber, still, tank, or other vessel which has contained sulphuric acid or hydrochloric acid or other substance which may cause evolution of arseni-uretted hydrogen.

(*g*) remove from a First Aid Box or cupboard or from the Ambulance room any First Aid appliance or dressing except for the treatment of injuries in the works.

SCHEDULE

Chemical Works.—means any works or that part of a work in which :

1. The manufacture or recovery of any of the following is carried on :—

(*a*) Carbonates, Chromates, Chlorates, Oxides or Hydroxides of Potassium, Sodium, Iron, Aluminium, Cobalt, Nickel, Arsenic, Antimony, Zinc or Magnesium.

(*b*) Ammonia and the hydroxide and salts of ammonium.

(*c*) Sulphurous, sulphuric, nitric, hydrochloric, hydrofluoric, hydriodic, hydrosulphuric, boric, phosphoric, oxalic, arsenious, arsenic, lactic, acetic, tartaric or citric acids and their metallic or organic salts, and

(*d*) Cyanogen compounds.

2. A wet process is carried on—

(*a*) for the extraction of metal from ore or from any by product or residual material ; or

(*b*) in which electrical energy is used in any process of chemical manufacture.

3. Alkali waste or the drainage therefrom is subject to any Chemical process for the recovery of sulphur, or for the utilisation of any constituent of such waste or drainage.

4. Carbon bisulphide is made or hydrogen sulphide is evolved by the decomposition or metallic sulphides or hydrogen sulphide is used in the production of such sulphides.

5. Bleaching powder is manufactured or chlorine gas is made or is used in any process of chemical manufacture.

6. (*a*) Gas tar or coal tar or any compound product or residue of such tars is distilled or is used in any process of chemical manufacture.

(*b*) Synthetic colouring matters or their intermediates are made.

7. Refining of crude shale oil or any process incidental thereto is carried out.

8. Nitric acid is used in the manufacture of nitro compounds.

9. Explosives are made with the use of nitro compounds.

10. Insecticides which may be phosphorous, nicotine, mercury, naphthalene, cyanogen, arsenic, flourine, copper, benzene and ethane compounds or derivatives and methyl bromides are manufactured, mixed, blended and packed.

SCHEDULE II

1. A nitro or amino process (overalls or suits of working clothes and protective footwear).

2. Grinding raw materials in a chrome process (overall suits).

3. The crystal department and in packing in a chrome process (protective coverings).

4. Packing in a chrome process (respirators).

5. Any room or place in which chlorate is crystallised, ground or packed (clothing of woollen material and boots or overshoes, the soles of which have no metal on them).

6. Any room in which caustic is ground or crushed by machinery (goggles and gloves or other suitable protection for the eyes and hands).

7. Bleaching powder chambers, or in packing charges drawn from such chambers (suitable respirators).

8. Drawing off of molten sulphur from sulphur pots in the process of carbon disulphide manufacture (overalls faceshields, gloves and footwear of fire-proof material).

9. (*a*) Manufacture, mixing, blending and packing of insecticides which are phosphorus, nicotine, naphthalene, cyanogen, arsenic, flourine, mercury and copper compounds or derivatives and methyl bromide (rubber aprons—chemical type goggles and suitable respirators, and in addition rubber gloves and boots for phosphorus and nicotine derivatives; synthetic rubber aprons, gloves and boots when working with oil solutions; and washable working clothes laundered daily).

(b) Manufacture, mixing, bleeding and packing of insecticides which are derivatives of benzone or ethane (rubber aprons, and suitable respirators; separate work clothes, laundered frequently).

SCHEDULE III.

1. A nitro or amino process.

2. The crystal department and the packing room in a chrome process.

3. The process of distilling gas or coal tar (other than blast furnace tar) and any process of chemical manufacture in which such tar is used.

4. The manufacture, mixing, blending and packing of the insecticides mentioned in Schedule I.

SCHEDULE IV.

(i) A glazed sink with hot and cold water always available.
(ii) A table with a smooth top.
(iii) Means for sterilising instruments.
(iv) A couch.
(v) A stretcher.
(vi) Two buckets or containers with close fitting lids.
(vii) Two rubber hot water bags.
(viii) A kettle and spirit stove or other suitable means of boiling water.
(ix) Twelve plain wooden splints.
1 M. × 10 c.m. × 6.4 m.m.
(x) Twelve plain wooden splints,
35 c.m. × 7.6 c.m. × 6.4 m.m.
(xi) Six plain wooden splints,
25 c.m. × 5 c.m. × 13 m.m.
(xii) Three woollen blankets.
(xiv) One bottle of brandy.
(xv) Two medium size sponges.
(xvi) Three hand towels.
(xvii) Two kidney trays.
(xviii) Four carbolic soaps.
(xix) Two glass tumbler and two wine glasses.
(xx) Two clinical thermometers.
(xxi) Graduated measuring glass with teaspoon.

(xxii) One eye bath.
(xxiii) One bottle (0.91 kg.) carbolic lotion 1 in 20.
(xxiv) Two chairs.
(xxv) One screen.
(xxvi) One electric hand torch.
(xxvii) An adequate supply of anti-tetanus serum.
(xxviii) Two first aid boxes, each containing (*a*) 24 small sterilized dressings, (*b*) 12 medium size sterilized dressings (*c*) 12 large size sterilizing dressings, (*d*) 12 large size sterilized burn dressings, (*e*) 12 (15 gms.) packets sterilized cotton wool, (*f*) one snake bite lancet, (*g*) one pair scissors, (*h*) two (28 c.c.) bottles of potassium permanganate crystals, (i) one (114 c.c.) bottle containing a two per cent alcoholic solution of iodine, (*j*) one (114 c.c.) bottle of salvolatile having the dose and mode of administration indicated on the label, (*k*) one copy of the first aid leaeflt issued by the Chief Adviser, Factories, Government of India.

PART II

APPLYING TO WORKS OR PARTS THEREOF IN WHICH—

I. Caustic pots are used ; or
II. Chlorate or bleaching powder is manufactured ; or
III. (*a*) Gas tar or coal tar is distilled or is used in any process of chemical manufacture ; or
(*b*) A nitro or amino process is carried on ; or
(*c*) A chrome process is carried on ; or
VI. Crude shale oil is refined or processes incidental thereto are carried on ; or
V. Nitric acid is used in the manufacture of nitro compounds.
VI. The evaporation of brine in open pans and the stoving of salt are carried on ; or
VII. The manufacture or recovery of hydro-fluoric acid or any of its salts is carried on ; and
VIII. Work at furnace where the treatment of sinc ores is carried on.
IX. Insecticides mentioned in Schedule I are manufactured, mixed, blended or packed.

(*b*) (v) the insecticides mentioned in Schedule I are manufactured, mixed, blended or packed.

EXPLANATORY NOTE.

The Insecticides which belong to the highly toxic group are the following :

Hexaethyl tetra phosphate ;
Tetra ethyl pyrophosphate ;
O, O Diethyl O-P-nitrophenyl
thiophosphate (Parathion) ; and
Nicotine, nicotine sulphate.
mercury derivatives ; Methyl bromide ;
Cyanides.

The active chemical in these insecticides can be quickly and easily absorbed through the unbroken skin ; poisoning can occur from breathing the vapour of the active chemical or dusts impregnated with these chemicals ; minute amounts if accidentally swallowed are quite likely to be fatal.

The plant requirements for ensuring safety to the workers are ;

(1) Instruct all personnel with regard to properties and characteristics.

(Draft Chemical Works Rule---30 ensures this).

(2) Enclosure and ventilation on all mixing, blending and packaging operation. (Draft Chemical Works—Rule 27 meets this requirements).

(3) Full protective clothing, including natural rubber gloves, boots and aprons (synthetic rubber when working with oil solutions)---Include a provision to this effect in Schedule II.

(4) Washable working clothes—laundered daily (To be added to Schedule II).

(5) Separate locker for street clothing (Draft Chemical Works Rule 34 ensures this).

(6) Respiratory protection and chemical type goggles (To be provided in Schedule II).

(7) No food or smoking on the job.
(Draft Chemical Works Rule—3 covers this).

(8) Excellent personal hygiene.
(Draft Chemical Works Rule—3 covers this).

(9) Proper labelling and antidote and suggestions to Doctor for treatment.

(This can be covered by issue of a cautionary notice).

The following insecticides belong to the "moderately toxic" group :—

Hexachlor—hexahydro—dimethano—
naphthalene (Aldrin).

Hexachlor—epoxy—octahydro—dimetheno—
naphthaolene dieldrin).

Arsenate of lead and calcium ;

Copper arsenate (paris green), and

Sodium fluo alupimate (cryolite).

They require all the general precautions as for the highly toxic group, excepting that rubber boots and gloves may be dipensed with excepting when working with oil solutions.

The following belong to the slightly, toxic group ;

Benzens hexachloride (gammexane or B.H.C.).

Dichloro—Diphenyl Dichloro ethane (D.D.D.).

Dichloro diphenyl—trichloro ethane (D.D.T.).

Tetrachloro—diphenyl ethane (T.D.E.), etc.

General precautions are :—

(1) In the various operations, where there is dustiness ; use filter type respirators ;

(2) Use separate work clothes, frequently laundered ;

(3) Do not consume food, etc., in the workrooms

(4) Have daily showers after work.

Entry of gas tar or coal tar still.—(1) Before any person enters a gas tar or coal tar still for any purpose except that of rescue, it shall be completely isolated from adjoining tar stills, either by disconnecting—

(*a*) the pipe leading from the swan neck to the condensor worm, or

(*b*) the waste gas pipe fixed to the worm and or receiver ; and in addition, blank flanges shall be inserted between the disconnected parts, and the pitch discharge pipe or cock at the bottom of the still shall be disconnected.

2. *Entry into bleaching powder chambers.*—No person shall enter a chamber for the purpose of withdrawing the charge of bleaching powder unless and until :—

(i) The chamber is efficiently ventilated, and

(ii) The air in the chamber has been tested and found to contain not more than 0.16 grams of free chlorine gas per 0.028 c. meter.

A register containing details of all such tests shall be kept in a form approved by the Chief Inspector of Factories.

3. *Special Precautions for nitro and amido processes.*—In a nitro or amido process—

(*a*) If cristallised substances are broken or any liquor agitated by hand, means shall be taken to prevent, as far as practicable, the escape of dust or fume into the air of any place in which any person is employed. The handles of all implements used in the operations shall be cleansed daily.

(*b*) Cartridges shall not be filled by hand except by means of a suitable scoop.

(*c*) Every drying stove shall be efficiently ventilated to the outside air in such a manner that hot air from the stove shall not be drawn into any workroom.

(*d*) No person shall enter a stove to remove the contents until a free current of air has been passed through it.

(*e*) Every vessel containing nitro or amido derivatives of phenol or of benzene or its homologues shall, if steam is passed into or around it, or if the temperature of the contents be at or above the temperature of bailing water, be covered in such a way that steam or vapour shall be discharged into the open air at a height of not less than 25 feet from the ground or the working platform, and at a point where it cannot be blown back again into the workroom.

4. *Precautions during caustic grinding, etc.*—

(*a*) Every machine used for grinding or crushing caustic shall be enclosed, and

(*b*) Where any of the following processes are carried on :

(i) Grinding or crushing of caustic ;

(ii) Packing of ground caustic ;

(iii) Grinding, sieving, evaporating or packing in a Chrome process ;

(iv) Crushing, grinding or mixing of material or cartridge filling in a nitro or amido process ;

an efficient exhaust draught shall be provided.

5. *Chlorate manufacture.*—(*a*) Chlorate shall not be cristallised ground or packed except in a room or place not used for any other purpose, the floor of which room or place shall be of cement or other smooth, impervious and incombustible material, and shall be thoroughly cleansed daily.

(*b*) Wooden vessels shall not be used for the cristallisation of chlorate, or to contain crystallised or ground chlorate ; provided that this Regulation shall not prohibit the packing of chlorate for sale into wooden casks or other wooden vessels.

6. *Restrictions on the employment of young persons and women.*—(*a*) Persons under 18 years of age and women shall not be employed in any process in which hydro-fluoric acid fumes or ammoniacal vapours are given off or in any of the following operations ;

(i) evaporation of brine in open pans ;

(ii) stoving of salt ;

(iii) work at a furnace where the treatment of zinc ores is carried on ; and

(iv) the cleaning of workrooms where the process mentioned in (iii) is carried on.

(*b*) No person under 18 years of age shall be employed in a chrome process or in a nitro or amido process or in a process in which the following materials are used or where the vapour of such materials is given off ;

Carbon bisulphide, chlorides of sulphur, benzene, Carbon tetrachloride, trichlorethlene, any carbon chlorine compound, or any mixture containing any of such materials.

7. *Every person employed* :

Duties of employees :—

(*a*) In a process to which rule 33 applies shall wear the protective clothing, footwear, respirators, goggles or gloves provided under rule 33 and shall deposit overalls or suits or working clothing so provided, as well as clothing put off during working hours, in the places provided under rule 34.

(*b*) in processes to which rule 35 applies shall carefully wash the hands and face before partaking of any food or leaving the premises ;

(*c*) in any processes to which part II of these Rules applies shall use the protective appliances supplied in respect of any process in which he is engaged.

SCHEDULE XVII

(Processing of Cashewnut)

1. *Short title and application.*—These rules may be cited as Cashewnut processing Rules, 1954, and they shall apply to all factories in which roasting, scrubbing and shelling of cashewnuts or extracting oil from cashewnuts or cashewnut shells is carried on.

2. *Prohibition of employment of women and young persons.*—No woman or young person shall be employed in any of the processes specified in Rule 1 except in shelling of roasted cashewnuts.

3. *Protective clothing and equipment.*—The occupier shall provide and maintain for the use of all persons employed in roasting and scrubbing of cashewnuts or extracting oil from cashewnuts or cashewnut shells :—

(*a*) suitable rubber or washable leather gloves ;

(*b*) suitable type of impervious aprons with sleeves to cover body down to knees and shoulders :

(*c*) suitable type of footwear to afford protection to feet and legs against cashewnut oil ;

(*d*) and for the workers employed in cashewnut shelling either ;

(*e*) a protective ointment containing 10 per cent of shellac, 55 per cent of alcohol, 10 per cent of sodium perborate, 5 per cent of carbitol and 20 per cent talc or

(*f*) sufficient quantity of kaolin and coconut oil :

(*g*) any other material or equipment which the Chief Inspector of Factories may deem to be necessary for the protection of the workers.

4. *Use of protective clothing and equipment.*—Every person employed in processes specified in Rule 1 shall make use of protective clothing and requirements supplied and arrangements shall be made by the Occupier to supervise its use, maintenance and cleanliness.

5. *Disposal of shells, ashs, or oil of cashement.*—(i) Shells, ashs or oil of cashewnut shall not be stored in any room in which workers are employed and shall be removed at least twice a day to

any pit or enclosed place in the case of shells and ashs and to closed containers kept in a separate room in the case of oil.

(ii) No worker shall be allowed to handle shells or oil of cashewnuts without using the protective measures provided under Rule 3 above.

6. *Floors of workrooms.*—The floor of every workroom in which processes specified in Rule 1 are carried on, shall be of a hard material so as to be smooth and impervious and of even surface and shall be cleaned daily ; and spillage of any cashewnut oil in any workroom shall be washed with soap and cleaned immediately.

7. *Seating accommodation.*—Workers engaged in shelling of cashewnuts shall be provided with adequate seats or work benches which shall be cleaned daily.

8. *Mess rooms.*—

(*a*) There shall be provided and maintained for the use of all persons employed in processes as specified in Rule 1, a suitable rest room furnished with sufficient tables and chairs or benches ;

(*b*) Separate lockers shall be provided where food, etc., shall be stored by workers before it is consumed in the rest room.

9. *Food, drinks, etc., prohibited in workrooms.*—No food, drink, pan, supari or tobacco shall be brought or consumed by any worker in any room in which processes specified in Rule 1, are carried out and no person shall remain in any such room during intervals for meals or rest.

10. *Washing facilities.*—Where roasting, scrubbing and shelling of cashewnuts or extracting oil from cashewnuts or cashewnuts shells is carried on, there shall be provided and maintained in a clean and good repair washing facilities with a sufficient supply of soap, coconut oil, nail brushes and towels at the scale of one top or stand pipe for every 10 workers and the taps are stand pipes shall be spaced not less than 1.2 meters apart.

11. *Time allowed for washing.*—Before each meal and before the end of the day's work, at least ten minutes, in addition tc the regular meal times, shall be allowed for washing, to each person employed in processes specified in Rule 1.

12. *Smoke or gas produced by roasting cashewnuts.*—Where smoke or gas is produced in the operation of roasting, provision shall be made for removing the smoke or gas through a chimney of

sufficient height and capacity or by such other arrangements as may be necessary to prevent the gas or smoke escaping into the air or any place in which workers are employed.

13. *Storage of protective equipment.*—A suitable room or a portion of the factory suitably partitioned off shall be provided exclusively for the storage of all the protective equipment supplied to the workers and no such equipment shall be stored in any place other than the room or places so provided.

14. *Medical Examination.*—

1. Every person employed in processes specified in Rule 1, shall be examined by the Certifying Surgeon once in every three months, or at such other intervals as may be specified in writing by the Chief Inspector of Factories on a day of which due notice shall be given to all concerned. The Certifying Surgeon shall examine and certify the workers in the premises of the factory.

2. Every person employed shall present himself at the appointed time for examination by the Certifying Surgeon as provided in Clause (1).

3. A Health Register in Form No. 16, containing the names of all persons employed in the process specified in Rule 1, shall be kept.

4. The Certifying Surgeon shall record the results of the examination against the name of each worker in the Health Register.

5. No person after suspension shall be employed in any process specified in Rule 1, without the written sanction from the Certifying Surgeon entered in the Health Register.

6. The occupier shall appoint a person trained in First Aid who shall inspect daily the hands and feet of the persons employed in processes specified in Rule 1. The Occupier shall keep a record of such inspections in a register in a Form approved by the Chief Inspector of Factories and any cases of blistering shall be brought to the notice of certifying Surgeon who shall direct them for treatment as may deem to be necessary.

7. The first aid box shall also contain Burrow's Solution 1 to 20 and aqueous solution tannic acid 10 per cent for treatment of cases of dermitites.

15. The Chief Inspector of Factories may grant exemptions from the operation of any of these where he is satisfied that their observance is not necessary for safeguarding the health of the workers.

SCHEDULE XVIII

(PRINTING PRESSES AND TYPE FOUNDRIES. CERTAIN LEAD PROCESSES CARRIED THEREIN—PRINTING PRESSES).

1. *Exemption.*—Where the Chief Inspector is satisfied that all or any of the provisions of this schedule are not necessary for the protection of persons employed he may be certificate in writing exempt any factory from all or any of such provisions subject to such conditions as he may specify therein. Such certificate may at any time be revoked by the Chief Inspector.

2. *Definitions.*—In these regulations.—

"Lead material" means—material containing not less than five per cent of lead.

"Lead process" means—

(*a*) the melting of lead or any lead material for casting and mechanical composing; and

(*b*) the recharging of machines with used lead-material; or

(*c*) any other work including removal of dross from melting pots, cleaning of plungers; and

(*d*) manipulation, movement or other treatment of lead material.

"Efficient exhaust draught" means localised ventilation effected by heat or mechanical means, for the removal of gas, vapour, dust or fumes so as to prevent them from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails to remove gas, vapour, fume or dust at the point where they originate.

3. *Exhaust draught.*—None of the following processes shall be carried on except with an efficient exhaust draught.—

(*a*) melting lead material or slugs;

(*b*) heating lead material so that vapour containing lead is given off;

or, unless carried on in such a manner as to prevent free escape of gas, vapour, fumes or dust into any place in which work is carried on, or unless carried on in electrically heated and thermostatically controlled melting pots.

Such exhaust draught shall be effected by mechanical means and so contrived as to operate on the dust, fume, gas or vapour given off as closely as may be at its point of origin.

4. *Prohibition relating to women and young persons.*—No woman or young person shall be employed or permitted to work in any lead process.

5. *Separation of certain processes.*—Each of the following processes shall be carried on in such a manner and under such conditions as to secure effectual separation from one another and from any other process ;

(*a*) melting of lead or any lead material ;

(*b*) casting of lead ingots ;

(c) mechanical composing ;

6. *Container for dross.*—A suitable receptacle with tightly fitting cover shall be provided and used for dross as it is removed from every melting pot. Such receptacle shall be kept covered while in the workroom near the machine except when the dross is being deposited therein.

7. *Floor of workroom.*—The floor of every workroom where lead process is carried on shall be :—

(*a*) of cement or similar material so as to be smooth and impervious to water ;

(*b*) maintained in sound condition ; and

(*c*) shall be cleansed throughout daily after being thoroughly damped with water at a time when no other work is being carried on at the place.

8. *Mess Room.*—There shall be provided and maintained for the use of all persons employed in a lead process and remaining on the premises during the meal intervals, a suitable mess-room which shall be furnished with sufficient tables and benches.

9. *Washing facilities.*—There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in a lead process.

(*a*) A wash place with either :—

(i) a trough with a smooth impervious surface fitted with a waste pipe without plung, and of sufficient length to allow at least two feet for every five such persons employed at any one time and having a constant

supply of water from taps or jets above the trough at intervals of not more than 2 feet ; or

(ii) at least one wash basin for every five such persons employed at any one time, fitted with a waste pipe and plung and having an adequate supply of water laid on or always readily available ; and

(*b*) a sufficient supply of clean towels made of suitable material renewed daily with a sufficient supply of soap or other suitable cleaning material.

10. *Medical Examination.*—

(*a*) Every person employed in a lead process shall be examined by the Certifying Surgeon within 14 days of his first employment in such processes and thereafter shall be examined by the Certifying Surgeon at intervals of not more than 3 months, and a record of such examinations shall be entered by the Certifying Surgeon in the special certificate of fitness in Form No. 25.

(*b*) A Health Register containing names of all persons employed in any lead process shall be kept in Form No. 16.

(*c*) No person after suspension shall be employed in a lead process without the written sanction from the certifying Surgeon (entered in the Health Register).

11. *Food, Drinks, etc., prohibited in workrooms.*—No food, drink, pan and supari or tobacco shall be consumed or brought by any worker into any workroom in which any lead process is carried on.

SCHEDULE XIX

Compression of Oxygen and Hydrogen produced by the electrolysis of water.

1. The room in which electrolyser plant is installed shall be separate from the plant for storing and compressing the oxygen and hydrogen and also the electric generator room.

2. The purity of oxygen and hydrogen shall be tested by a competent person at hourly intervals at the following points :—

(i) In the electrolyser room ;
(ii) At the gas holder in-let ;
(iii) At the suction end of the compressor.

The purity figures shall be entered and signed by the person carrying out such tests in the register.

Provided, however, that if the electrolyser plant is fitted with automatic recorder of purity of oxygen and hydrogen with alarm lights, it shall be sufficient if the purity of the gases is tested at hourly intervals at the suction end of the compressor only.

3. The oxygen and hydrogen gases shall not be compressed, if their purity as determined under Clause 2 above falls below 98 per cent at any time.

4. There shall be at least two gas holders for each kind of gas compressed and the gas holders for same gas shall be provided with suitable arrangements to ensure that no gas holder is connected to the compressor and to the eletrolyser at the same time, and only one gas holder is connected to the compressor line at any one time.

5. The bell of any gas holder shall not be permitted to go within 30 c.m. (12 in.) of its lowest position when empty, and a visual and an audible warning signal shall be fitted to the gas holder to indicate that this limit is reached.

6. The water and caustic soda used for making lye shall be chemically pure within pharmaceutical limits.

7. Electrical connections at the electrolyser cells and at the electric generator terminals shall be so constructed as to preclude the possibility of wrong connections leading to the reversal of polarity and in addition an automatic device shall be provided to cut off power in the event of reversal of polarity owing to wrong connections either at the switch board or at the electric generator terminals.

8. Oxygen and hydrogen gas pipes shall be painted with distinguishing colours and in the event of leakage at the joints of the hydrogen gas pipe, the pipe after reconnection shall be purged of all air before drawing in hydrogen gas.

(9) All electrical wiring and apparatus in the electrolyser room shall be of flame-proof construction or enclosed in flame-proof fittings and no naked light or flame shall be allowed to be taken either in the electrolyser room or where compression and filling of the gases is carried on and such warning notices shall be exhibited in prominent places.

(10) No part of the electrolyser plant and the gas holders and compressor shall be subjected to welding, brazing, soldering or cutting until steps have been taken to remove any explosive substance from that part and render the part safe for such operations

and after the completion of such operations no explosive substance shall be allowed to enter that part until the metal has cooled sufficiently to prevent risk of explosion.

(11) No work of operation, repair or maintenance shall be undertaken except under the direct supervision of a person who, by his training, experience and knowledge of the necessary precautions against risk of explosion is competent to supervice such work. No electric generator after erection or repairs shall be switched on to the electrolysers unless the same is certified by the competent persons under whose direct supervision erection or repairs are carried on to be in a safe condition and the terminals have been checked for the polarity as required by rule 7.

(12) Every part of the electrolyser plant and the gas holders and compressor shall have a regular schedule of overhaul and checking and every defect noticed shall be rectified forthwith.

96. *Rule* 96.—*Rule Prescribed under Section* 88—*Notification of accidents*.—(1) Where any accident or occurance specified in the schedule takes places in a factory, the manager of the factory shall forthwith send notice thereof by telephone, special messenger or telegram to the Inspector and Administrative Medical Officer of the Employees' State Insurance Scheme and if the accident is fatal, or of such a serious nature that is likely to prove fatal, notice as aforesaid shall also be sent to :—

(*a*) the District Magistrate or Sub-Divisional Officer and,

(*b*) the Officer-in-charge of the nearest Police Station.

(*c*) the next-of-kin of the injured or deceased persons.

(2) The notice so given shall be confirmed by the Manager of the factory to the abovementioned authorities within 12 hours of the occurance by sending to them a written report in the prescribed Form No. 17.

Provided that such bodily injury as prevents the person injured from working, for a period of 48 hours immediately following the accident shall be reported to the Inspector of the area concerned forthwith.

(3) In case of an accident resulting in the death of person within 7 days of the accident, information of his death whenever known shall be sent by the manager of the factory as prescribed under sub-rule (1).

(4) Copies of such notices shall be maintained for a period of three years.

SCHEDULE

1. *Accident which cause* :—

(*a*) death to any person ;

(*b*) such bodily injury as prevents or will probably prevent the person injured from working for a period of 48 hours immediately following the accident.

2. The following classes of occurrences, whether or not they are attended by personal injury or disablement :—

(*a*) Bursing of a plant used for containing or supplying steam under pressure greater than atmospheric pressure.

(*b*) Collapse or failure of a crane, derrick winch, hoist or other applicances used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane.

(*c*) Explosion or fire causing damage to any room or place in which persons are employed or fire in rooms of cotton pressing factories when a cotton opener is in use.

(*d*) explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

(*e*) Collapse or subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or building forming part of a factory or within the compound or curtilage of factory.

97. *Rule Prescribed under sub-Section* (1) *of Section* 89—*Notice of poisoning or disease.*—A notice in Form No. 18, should be sent forthwith both to the Chief Inspector and to the Certifying Surgeon and the administrative Medical Office Employees State Insurance Scheme by the Manager of a factory in which there occurs a case of lead, phosphorous

and after the completion of such operations no explosive substance shall be allowed to enter that part until the metal has cooled sufficiently to prevent risk of explosion.

(11) No work of operation, repair or maintenance shall be undertaken except under the direct supervision of a person who, by his training, experience and knowledge of the necessary precautions against risk of explosion is competent to supervice such work. No electric generator after erection or repairs shall be switched on to the electrolysers unless the same is certified by the competent persons under whose direct supervision erection or repairs are carried on to be in a safe condition and the terminals have been checked for the polarity as required by rule 7.

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96. *Rule* 96.—*Rule Prescribed under Section* 88—*Notification of accidents.*—(1) Where any accident or occurance specified in the schedule takes places in a factory, the manager of the factory shall forthwith send notice thereof by telephone, special messenger or telegram to the Inspector and Administrative Medical Officer of the Employees' State Insurance Scheme and if the accident is fatal, or of such a serious nature that is likely to prove fatal, notice as aforesaid shall also be sent to :—

(*a*) the District Magistrate or Sub-Divisional Officer and,

(*b*) the Officer-in-charge of the nearest Police Station.

(*c*) the next-of-kin of the injured or deceased persons.

(2) The notice so given shall be confirmed by the Manager of the factory to the abovementioned authorities within 12 hours of the occurance by sending to them a written report in the prescribed Form No. 17.

Provided that such bodily injury as prevents the person injured from working, for a period of 48 hours immediately following the accident shall be reported to the Inspector of the area concerned forthwith.

(3) In case of an accident resulting in the death of person within 7 days of the accident, information of his death whenever known shall be sent by the manager of the factory as prescribed under sub-rule (1).

(4) Copies of such notices shall be maintained for a period of three years.

SCHEDULE

1. *Accident which cause* :—

(*a*) death to any person ;

(*b*) such bodily injury as prevents or will probably prevent the person injured from working for a period of 48 hours immediately following the accident.

2. The following classes of occurrences, whether or not they are attended by personal injury or disablement :—

(*a*) Bursing of a plant used for containing or supplying steam under pressure greater than atmospheric pressure.

(*b*) Collapse or failure of a crane, derrick winch, hoist or other applicances used in raising or lowering persons or goods, or any part thereof, or the overturning of a crane.

(*c*) Explosion or fire causing damage to any room or place in which persons are employed or fire in rooms of cotton pressing factories when a cotton opener is in use.

(*d*) explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

(*e*) Collapse or subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or building forming part of a factory or within the compound or curtilage of factory.

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99. *Rule prescribed under sub-Section* (1) *of Section* 108—*Display of notices.*—(1) The abstract of the Act and of the Rules required to be displayed in every factory shall be in Form 19.

(2) All the registers and forms prescribed to be maintained under these Rules shall be maintained in English or in Kannada.

100. *Rule prescribed under Section* 110—*Returns.*—The Manager of every factory shall furnish to the Inspector or other officer appointed by the State Government having jurisdiction over the area in which the factory is situated the following returns.

(1) *Annual Return.*—On or before the 15th January of each year, an annual return, in duplicate, in Form No. 20.

(2) *Annual return of holidays.*—Before the end of each year, a return giving notice of all the days on which it is intended to close the factory during the next ensuring year. If in any year a factory is newly started or restarted after a closure during the previous year such return shall be submitted before the date of such starting or restating for the remaining period of year. This return shall be submitted whether the factory is or is not working during the year preceding the year to which the return relates :—

Provided that the Chief Inspector may dispense with this return in the case of any specified factory or of any class of factories or of factories in any particular area ;

Provided further that the annual return to holidays shall be dispensed with in case of all factories :—

(*a*) which regularly observe sundays as holidays, or
(*b*) which regularly observe a fixed day in the week as a holiday, or
(*c*) which observe holidays according to a list approved by the Chief Inspector :—

Provided, further, that where the Manager of any factory makes any departure from such a holiday or list

of holidays as aforesaid prior intimation shall be given to the Chief Inspector.

(3) *Half Yearly return.*—The Manager of every factory shall furnish to the Inspector on or before the 15th July of each year, a half-yearly return in duplicate in Form No. 21.

(4) *Leave with Wages—Annual Returns.*—The Manager of every factory shall furnish to the Inspector, not later than the 1st February of the year subsequent to that to which it relates a return in Form No. 20.

(5) *Compensatory holidays—Annual Returns.*—The Manager of every factory shall furnish to the Inspector, not later than the 1st February of the year subsequent to that which it relates a return in Form No. 20.

(6) *Canteen—Annual return.*—The Manager of every factory notified by the State Government wherein more than 250 workers are ordinarily employed shall furnish to the Inspector not later, than the 15th January of the year subsequent to that to which it relates a return in Form No. 20.

(7) *Creche—Annual Return.*—The Manager of every factory wherein more than 50 women workers are ordinarily employed and provided creches shall furnish to the Inspector not later than 1st February of the year subsequent to that to which it relates a return in Form No. 20.

(8) *Shelter, Rest-rooms and Lunch Rooms—Annual Return.*—The Manager of every factory wherein more than 150 workers are ordinarily employed shall furnish to the Inspector not later than the 15th January of the year subsequent to that to which it relates a return in Form No. 20.

(9) *Accident annual Return.*—The Manager of every factory shall furnish to the Chief Inspector not later than the 1st February of the year subsequent to that to which it relates a return in Form No. 20.

Provided furher, that in the case of a factory in which work is carried on only during certain period or periods of

the year, the Manager shall if so required by the State Government or if the State Government so directs, through the Chief Inspector of Factories, submit the annual or half-yearly return as the case may be within 15 days after the close of that period or after close of the last of those periods in the year as the case may be.

101. *Rule prescribed under Section* 109—*Service of Notices.*—The despatch by post under registered cover with acknowledgement due of any notice or order shall be deemed sufficient service on the occupier, owner or manager of a factory of such notice or order.

102. *Rule* 102 *to* 105 *prescribed under Section* 112—*Information required by the Inspector.*—The Occupier, owner or manager of a factory shall furnish any information that an Inspector may require for the purpose of satisfying himself whether any provision of the Act has been complied with or whether any order of an Inspector has been duly carried. Any demand by an Inspector for any such information, if made, during the course of an Inspection, shall be complied with forthwith if the information is available in the factory, or, if made in writin shall be complied within seven days of receipt thereof.

103. *Muster Roll.*—(1) The Manager of every factory shall maintain a muster-roll of all the workers employed in the factory in Form No. 22 showing :

(*a*) the name of each worker,

(*b*) the nature of his work, and

(*c*) the daily attendance of the worker.

Provided that, if the daily attendance is noted in the Register of Adult workers in Form No. 23 or the particulars required under this Rule are noted in any other register a separate muster-roll required under this Rule need not be maintained.

(2) The Muster-roll shall be written up afresh each month and shall be preserved for a period of 3 years from the date of last entry in it.

Privided that if the daily attendance is noted in respect of Adult and Child Workers in the Register of workers in Forms No. 11 and 13 respectively, or the particulars required under Sub-Rule (1) are noted in any other register, and such registers are preserved for a period of 3 years from the date of last entry in them, a separate muster roll required under sub-rule (1) need not be maintained.

104. *Register of accidents and dangerous occurences.*— (1) The Manager of every factory shall maintain a register of all accidents and dangerous occurences which occur in the factory in Form No. 24 showing the :—

(*a*) Name of injured person (if any).

(*b*) Date of accident or dangerous occurence.

(*c*) Date or report in Form No. 17 to Inspector.

(*d*) Nature of accident or dangerous occurance.

(*e*) Date of return of injured person to work.

(*f*) Number of days of absence from work of injured person.

(2) The Manager of every factory shall furnish to the Inspector annually on or before the 15th February a copy of the entries in Form No. 17-A relating to the year immediately preceding the 1st January.

105. *Maintenance of Inspection Book.*—The Manager of every factory shall maintain a bound Inspection Book of the Size 34 cm. × 22 cm. containing the following particulars and shall produce it when so required by the Inspector or certifying Surgeon :—

(*a*) the exemptions granted or available of by the factory in Form No. 29.

(*b*) the particulars of rooms in the factory in Form No. 30.

(*c*) the particulars of lime washing, colour-washing, painting, varnishing or tarring as the case may be, in Form No. 6.

(*d*) (i) The Inspection Book shall contain at least 180 pages, every third page, thereof shall be consecutively numbered and the other two un-numbered pages between each two consecutively numbered pages shall have a vertical perforated straight line on the margin side at a margin of 2.5 cm.

(2) In Case the Inspection Book containing remarks passed by the Inspector or Certifying Surgeon is lost the manager of the factory shall forthwith report in writing the loss of the Inspection Book to the Inspector in charge of the area and immediately maintain a new inspection Book.

(3) The Manager shall obtain as early as possible copies of all available remarks from the factory Inspection Officer concerned at his cost on payment of necessary typing charges.

106. The Particulars of measurements of each room in the factory in which workers are employed shall be entered in Form No. 30.

107. (1) The maximum number of workers who may be employed in each work-room or work-hall shall be posted prominently by means of a notice painted on the internal wall in each such room or hall. When determining the maximum number of persons permissible in addition to the breathing space required to be provided by section 16(2), floor space of 2.3 sq. M. in the case of existing factories and 3.3 sq. M. in factories built afte rthe commencement of the Act, shall also be provided for each worker working at any one time in the room but such floor space shall be exclusive of the space occupied by machinery, fixtures and materials in the room.

(2) The Chief Inspector, may for reasons to be recorded in writing, relax the provisions of this rule to such extent as he may consider necessary where in this opinion, such relaxation can be made having regard to the health of the persons employed in any room.

108. *Intimation of intended closure of factory*.—The occupier or manager of every factory shall report to the Inspector, any intended closure of the Factory or any section or department thereof immediately it is decided to do so, intimating :—

(i) the reason for the closure ;

(ii) the number of wrokers on the register on the date of the report ;

(iii) the number of workers likely to be affected by the closure ; and

(iv) the probable period of the closure ;

An intimation shall also be sent to the Inspector before the factory or the section of department thereof, as the case may be, starts working again.

109. *Railways in factories*.—The following rules will apply to railways in the precincts of a factory which are not subject to the Indian Railways Act, 1890.

110. *Gateways*.—(1) A gateway through which a railway track passes shall not be used for the general passage of workers into or out of the factory.

(2) *Buildings and structures*.—No building, wall chimney, bridge, road, gallery, stairway, ramp, floor, platform, staging or structure whether of a permanent or temporary character, shall be constructed situated or maintained in any factory,, in such manner as to cause risk of bodily injury.

2(*a*) *Railways*.—No railway or other electrical or mechanical means of transport within the precincts of factory, shall be constructed, situated, operated or maintained in such a manner as to cause risk of bodily injury.

Provided that the Inspector shall not accept any such Railway or means of transport if it is so designed, maintained or operated as to contravene the provisions of any other Act.

(*b*) *Machinery and Plant.*—No machinery, plant or equipment shall be constructed, situated, operated or maintained in any factory in such a manner as to cause risk of bodily injury.

(*c*) *Methods of work.*—No process of work shall be carried on in any factory in such a manner as to cause risk of bodily injury.

(*d*) *Stocking and storing of materials, etc.*—*No* material or equipment shall be stocked or stored in such a manner as to cause risk of bodily injury.

(*e*) *Tight fitting cloth.*—A dhoti wrapped round the body in any manner shall not be deemed to be tight fitting clothing within the meaning of sub-section (1) of Section 22.

111. (1) *Barriers and turngates.*—Where buildings or walls contain doors or gates which open on to railway track a barrier about 1.06 meters high shall be fixed parallel to and about 0.6 meters away from the building or wall outside the opening and extending several meters beyond it at either end, so that a person passing out may become aware of an approaching train when his space is checked at the barrier. If the traffic on the nearest track is all in one direction the barrier shall be in the form of an L with the end of the short leg abutting on to the wall and the other end opening towards an approaching train.

(2) If the distance between wall and track cannot be made to accommodated such a barrier, the barrier or turngate shall be placed at the inside of the opening.

(3) Where a foot-way passes close to a building or other obstruction as it approaches a railway track, a barrier shall be fixed at the corner of the building projecting several Meters from it in a direction parallel to the track, so that a person approaching the track in compelled to move away from the building and thus obtain timely sight of a train

approaching behind it. When the footway is too narrow to permit of this a turngate shall be installed.

112. *Crowds.*—(1) Workers pay windows, first-aid stations and other points where a crowd may collect shall not be placed near a railway track.

(2) At those times of the day when the employees are starting or ending work, all railway traffic shall cease for not less than five minutes;

Provided that Chief Inspector may by an order in writing exempt a specified factory from the provision of sub-rule (2) if he is satisfied that in the special circumstances of such factory the enforcement of the rule is not necessary to safeguard the employees.

113. *Locomotives.*—(1) Every locomotive (and tender) shall be provided with efficient brakes, all of which shall be maintained in good working order. Brake shoes shall be examined at suitably fixed intervals and those are worn replaced at once.

(2) Water-guage glasses of every locomotive, whatever its boiler pressure may be, shall be protected with substantial glass or metal screens.

(3) Every locomotive shall be fitted with a "cow catcher" or if this is impracticable, with "guard-irons", at each end.

(4) It shall be clearly indicated on every locomotive crane in English and in the vernacular for what weight of load at what radius the crane is saft.

114. *Wagons.*—Every wagon (and passanger coach if any) shall be provided either with continuous self-acting brakes or with efficient hand-brakes in good working order and capable of being applied by a person on the ground and fitted with a device for retaining them in the applied position.

115. *Riding on vehicles.*—(1) No person shall be permitted to be upon (whether inside or outside) any locomotive or vehicle whether standing or in motion, except in the performance of his regular duties.

(2) No person, whether on duty or not, shall be permitted to ride on the outside of any locomotive or vehicle except where secure foothold and hold are provided.

116. *Attention to brakes and doors.*—(1) No vehicle shall be left un-attended unless its breaks are firmly applied and, where the railway is on a gradient, without sufficient number of properly constructed scotches placed firmly in position.

(2) No train shall be set in motion until the shunting jamadar has satisfied himself that all wagon doors are securely fastended.

117. *Projecting loads and cranes.*—(1) If the load or a wagon projects beyond its length, a guard or dumy-truck shall be used beneath the projection.

(2) No loco-crane shall travel light unless the jib is completely lowered into the running position in line with the track.

(3) When it is necessary for a loco-crane to travel with a load the jib shall not be swung until the crane has come to rest.

118. *Loose-shunting.*—(1) Loose-shunting shall be permitted only when it cannot be avoided. It shall never be performed on a vehicle not accompanied by a man capable of applying and pining down the brakes. A vehicle not providtd with brakes in good working order and capablc of being pinned down shall not be loose shunting unless attached to at least one other vehicle with such brake. Loose shunting shall not be performed with or against a vehicle containing passengers, live-stock or explosives.

(2) For the purpose of this rule "loose-shunting" means the placing of a vehicle by giving it such an impetus from the locomotive that it can run along to the desired position.

119. *Fly-shunting.*—(1) Fly-shunting shall not be permitted on any factory railway.

(2) For the purpose of this rule "fly-shunting" means giving an impetus to vehicles as in loose-shunting but with the vehicles unattached (with or without some distance between them), and placing one vehicle (or set of vehicles) on the track and then smartly reversing the points so that the following vehicles or the locomotive takes the other track.

120. *The Shunting Jamadar.*—(1) Every train in motion in a factory shall be in charge of a properly trained shunting jamadar.

(2) Before authorising the driver to proceed the shunting jamadar shall satisfy himself that no person is under or between the vehicles or on the track in front of the train. He shall not call on the driver while any person is going off the track but only when all persons have gone off it.

121. *Hand Signals.*—The hand signals used by the shunting jamadar by day and by night shall be those prescribed by the shunting rules of railways working under the Indian Railways Act (IX of 1890).

122. *Night work and fog.*—(1) In factories where employees work at night no movements of railway vehicles otherwise than by hand shall be permitted by the manager between sunset and sunrise unless the tracks and their vicinity are lighted on a scale of not less than one foot candle as measured at ground level out of doors by any recognised type of photometer or illumination meter at a time when the atmosphere is free from dust or obscuring fumes.

(2) In no circumstances shall any train be moved, otherwise than by hand, between sunset and sunrise or at any time when there is log, unless, it carries a white head light and a red rear light.

123. *Speed control.*—(1) Trains shall not be permitted by the manager to proceed at speeds greater than 6.44 kilo meter per hour.

(2) A train shall not be moved by mechanical or electrical power unless it is proceeded at a distanct of not less than 27 meters during the whole of its journey by the shunting jamadar. He shall be provided with the signaling flags or lamps necessary for its control by day or by night and with a whistle for calling the attention of the driver.

Provided that the Chief Inspector may be an order in writing exempt a specified factory or specified part of it, or all or any of the trains travelling it, from the operation of all or any of the provisions of this rule on such terms and conditions as he considers necessary for safety.

124. *New tracts.*—(1) Trains shall not be moved by power upon any railway track installed in a factory unless the railway, its equipment and behicles conform with this rule.

(2) The distances (a) between tracks and (b) between tracks and bulidings or blind walls and (c) tracks and materials deposited on the ground shall be respectively not less than :—

(*a*) from centre to centre of parallel tracks, the overall width of the widest wagon of that guage *plus* twice the width of the door of such wagon when opened directly outwards, *plus* 1 meter.

(*b*) form a building or wall other than a loading platform to the centre of the nearest track, half the overall width of the widest wagon of that guage, *plus* the width of the door of such

wagon when opened directly outward, *plus* 1.5 meters.

(*c*) from material stocked or deposited alongside the track on the ground or on a loading platform, to the centre of the track half the width of the widest wagon of that guage, *plus* the width of its door when opened directly outward, *plus* 1 meter.

Provided that the Chief Inspector may by an order in writing exempt a specified factory or specified part of it from all or any of the provisions of this sub-rule to such extent and on such conditions as he deems necessary.

(3) Within the factory precincts sleeper shall not be raised above ground level.

(4) All track ends shall be equipped with buffer stops of ample strength.

(5) Barriers of substantial construction shall be securely and permanently fixed across any doorway or gateway in a building or in a wall which conceals an approaching tain from view between the building and the track as prescribed in sub-rule (1) of Rule 109.

(6) Where tracks are carried on a gantry or other elevation, safe-footway or footways with hand rails and toeheards shall be provided at all positions where persons work or pass on foot; and where there is an opening in the stage of an elevated track for the dropping of material to a lower level, the position shall be adequately fenced or the opening itself provided with a grill through which a person cannot fall.

(7) All point levers shall have their movements parallel to, not across the direction of the track.

(8) All loading platforms which are more than 0.6 meters above the level of the ground on which the track is laid and more than 15 meters in length shall be provided with steps at intervals not greater than 15 meters apart to enable the platform to be easily mounted from the track.

(9) On every locomotive weighing 15.24 metric tons or more when empty the braes shall be capable of being applied by steam or other power as well by hand; or there are separate and distinct power and hand brakes.

125. *Motor Vehicles Speed of Cars.*—No road motor vehicle shall be permitted to be driven at a speed exceeding 16.1 kilometers per hour within the precincts of a factory;

Provided that in the case of large factories with departments separated by considerable distances and having roads of ample width the Chief Inspector may grant exemption by an order in writing from this rule to such extent and on such terms as he deems suitable.

126. *Car-Lights.*—No Motor Vehicle shall be driven at night within the precincts of a factory unless it conforms in respect of lights to the law in force on public roads in that locality.

FORM No. 1

(Prescribed under Rule 3)

Application for permission to construct, extend or take into use any building as a factory.

1. Applicant's name .. ..
   Applicant's Calling .. ..
   Applicant's Address .. ..
2. Full name and Postal Address of Factory.
3. Situation of the factory—
   State .. ..
   District .. ..
   Town or Village .. ..
   Nearest Police Station ..
   Nearest Railway Station or Steamer Ghat.

4. Particulars of plant to be installed

Signature of Applicant .....

Date .....

Note.—This application shall be accompanied by the following documents :—

(*a*) A flow chart of the manufacturing process supplemented by a brief description of the process in its various stages ;

(*b*) Plans, in duplicate, drawn to scale, showing—

(i) The site of the factory and immediate surroundings including against buildings and other structures. roads, drains, etc., and

(ii) The plan elevation and necessary cross-sections of the various buildings indicating all relevant details relating to natural lighting, ventilation and means of escape in case of fire. The plans shall also clearly indicate the position of the plant and machinery, aisles and passages ways ; and

(*c*) Such other particulars as the Chief Inspector may require.

FORM No. 2

[Prescribed under Rules 4, 7, 11(3) and (12)]

Application for Registration and Grant or Renewal of Licence and Notice of occupation specified in Sections 6 and 7 (to be submitted in triplicate).

1. Full name of factory ..

2. (*a*) Full Postal address and situation of the Factory.

(*b*) Full address to which communication relating to the factory should be sent.

3. Nature of manufacturing process/processes.

mercury manganese, arsenic, carbon-disulphide or benzene poisoning, or poisoning by nitrous fumes or by halogens or halogen derivatives of the hydrocarbons of the aliphatic series, or of chrome ulceration, anthrax silicosis, toxic anaemia, toxic jaundice, primary opithelimatous cancer of the skin, or pathological manifestations due to radium or other radio active substances or X-rays.

CHAPTER X

(SUPPLEMENTAL)

98. *Rule prescribed under sub-Section* (1) *of Section* 107—*Procedure in appeals.*—(1) An appeal presented under Section 107 shall lie to the Chief Inspector, or in cases where the order appealed against is an order passed by that Officer, to the State Government or to such authority as the Government may appoint in this behalf and shall be in the form of a memorandum setting forth concisely the grounds of objection to the order and bearing court fees stamps in accordance with Article 11 of Schedule II to the court fees Act, 1900 and shall be accompanied by a copy of the order appealed against.

(2) *Appointment of Assessors.*—On receipt of the memorandum of appeal, the appellate authority shall, if it thinks fit or if the appellant has requested that the appeal should be heard with the aid of assessors, call upon the body declared under sub-rule (3) to be representative of the industry concerned, to appoint an assessor within a period of 14 days. If an assessor is nominated by such body, the appellate authority shall appoint a second assessor itself. It shall then fix a date for the hearing of the appeal and shall give due notice of such date to the appellant and to the Inspecor whose order is appealed against, and shall call upon the two assessors or appear upon such date to assist in the hearing of the appeal.

(3) The appellant shall state in the memorandum presented under sub-rule (1) whether he is a member of one or more of the following bodies. The body empowered to appoint the assessor shall :—

(*a*) if the appellant is a member of one such bodies, be that body ;

(*b*) if he is a member of two such bodies, be the body which the appellant desires should appoint such assessor, and

(*c*) if the appellant is not a member of any of the aforesaid bodies or if he does not state in the memorandum which of such bodies he desires should appoint the assessor, be the body which the appellant authority considers as the best fitted to represent the industry concerned.

(1) The Mysore Chamber of Commerce.

(2) The Mysore State Estate Labour Relations Organisation (M.P.A.), Kumergode Estate, Mudigere.

(3) The Indian Planters' Association, Chickmagalur.

or

(4) Other organisation of employees in the Industry concerned if any.

(4) *Remuneration of Assessors.*—An assessor appointed in accordance with the provisions of sub-Rule 2 and 3 shall receive for the hearing of the appeal, a fee to be fixed by the appellate authority, subject to a maximum of fifty rupees per diem. He shall also receive the actual, travelling expenses.

The fees and travelling expenses shall be paid to the assessors by Government, but where assessors have been appointed at the request of the appellant or the appeal has been decided wholly and partly against him the appellate authority may direct that the fees and travelling expenses of the assessors shall be paid in whole or in part by the appellant.

(*a*) Carried on in the factory during the last twelve months (In the case of factories already in existence).

(*b*) To be carried on in the factory during the next twelve months (In the case of all factories).

4. Names and values of principal products manufactured during the last 12 months.

5. (i) Maximum number of workers proposed to be employed on any one day during the year.

(ii) Maximum number of workers employed on any one day during the last 12 months.

(iii) Number of workers to be ordinarily employed in the factory.

6. (i) Nature and total amount of power (H.P.) installed or proposed to be installed.

(ii) Nature and quantity of power (H.P.) to be used.

7. Full name and residential address of the person who shall be the Manager of the Factory for the purpose of the Act.

8. Full name and residential address of the occupier.

(i) The proprietor of the Factory in case of Private Firm/Proprietary concern.

(ii) Directors in the case of a public limited liability Company/Firm.

(ii) Where Managing Agent has been appointed the name of the Managing Agents and Directors thereof.

(iv) Shareholders in case of a private company, where no Managing Agents have been appointed.

(v) The Chief Administrative Head in case of a Government or Local Fund Factory.

9. Full name and address of the owner of the premises or building (including the precincts thereof) referred to in Section 93.

10. In the case of a Factory constructed or extended after the date of the commencement of the Rules.

(*a*) Reference number and date of approval of the plans for sites whether for old or new building and for construction or extension of Factory by the State Government Chief Inspector.

(*b*) Reference number and date of approval or the arrangements, if any, made for the disposal of trade waste and effluents and the name of the authority granting such approval.

11. (i) Amount of fee Rs. ..... (Rupees .....) paid in ..... Treasury on ..... *Vide* Challan No. ..... (enclosed).

Signature of Occupier .....

Dated.....

Signature of Manager .....

Dated.....

Note.—

1. This form should be completed in ink in Block Letters or typed.

2. If power is not used at the time of filling up this form but is introduced later, the fact should be communicated to the Chief Inspector immediately.

3. If any of the persons named against item 8 is a minor, t fact should be clearly stated.

4. In the case of a Factory where under the proviso to sub-sections (1) and (2) of Section 100 a person has been nominated as the occupier, information required in item 8 should be supplied only in respect of that person.

5. In the case of a factory where a Managing Agent or Agents have been appointed as occupiers under the Indian Companies Act, 1913 (VII of 1913). Information required in item 8 should be supplied only in respect of that person or persons.

FORM No. 3

(Prescribed under Rule 5)

Registration and Licence to work a factory

Registration No..... Fee Rs. .....
Serial No. .....

Licence is hereby granted to ..... valid only for the premises described below for use as a factory employing not more than ..... persons on any one day during the year and using motive power not exceeding ..... H.P., subject to the provisions of the Factories Act, 1948, and the Rules made thereunder.

This licence shall remain in force till the 31st day of December 19....

The ..... 19.... *Chief Inspector of Factories.*

Description of the Licensed Premises

The licensed premises shown on plan No. ..... dated ..... are situated in ..... and consist of .....

Date of Renewal	Date of expiry	Signature of Licensing authority.

FORM No. 3-A

[*Vide* Rule 12(*c*)]

(*Vide* G.O. and Letter No. 510—10—60. Fac., dated 12th December 1960)

Notice of Change of Manager

1. Name of Factory with current Licence Number.

2. Postal Address

3. Name of outgoing Manager ..

4. Name of new Manager with the Postal address of his residence and Telephone Number, if installed.

5. Date of appointment of the new Manager

Signature of New Manager.

Signature of Occupier.

FORM No. 4

(Prescribed under Rule 14)

Certificate of Fitness

---

1. Serial No. .....
   Date .....
2. Name .....
3. Father's name .....
4. Sex .....
5. Residence .....
6. Date of birth if available and for certified age ....
   .....
7. Physical fitness .....
8. Descriptive marks .....
   .....
9. Reasons for—
   (1) Refusal of certificate
   .....
   .....
   .....
   (2) Certificate being revoked.....
   .....
   .....
   .....

Thumb impression.

Certifying Surgeon.
Initials of

Serial No. .....
Date .....

I certify that I have personally examined (Name) .....
.....
.....
son/daughter of .....
.....
.....
Residing at .....
.....
.....
Who is desirous of being employed in a factory, and that his/her age, as nearly as can be ascertained from my examination, is ..... years and that he/she is fit for employment in factory as an adult/child.

His/Her descriptive are .....
.....
.....

Thumb impression.

Initials of
Certifying Surgeon.

Note.—Exact details of cause of Physical disability should clearly stated.

FORM No. 5

(Prescribed under Rule 22)

HUMIDITY REGISTER.

Department.....

Hygrometer — Distinctive mark or number .....

Position in department .....

Date, Year, Month, Day	Reading of Hygrometer: Between 7 and 9 a.m.		Between 11 a.m. and 2 p.m. (but not in the rest period		Between 4 and 5-30 p.m.		If no humidity insert none	Remarks
	Dry bulb	Wet bulb	Dry bulb	Wet bulb	Dry bulb	Wet bulb		
1st								
2nd								
3rd								
4th								
5th								
6th								
7th								
8th								
9th								
10th								
11th								
12th								
13th								
14th								
15th								
16th								
17th								
18th								
19th								
20th								
21st								
22nd								
23rd								
24th								
25th								
26th								
27th								
28th								
29th								
30th								
31st								

(Signed) .....

Certified that the above entries are correct.

(Signed) .....

FORM No. 6.

(Prescribed under Rule 16).

RECORD OF LIME-WASHING, PAINTING, Etc.

Part of factory e.g., *name of room*	*Parts lime washed painted, varnished or oiled*, e.g., *walls, ceilings, wood work, etc.*	*Treatment, whether lime-washed, painted, varnished or oiled*	*Date on which lime-washing, painting, varnishing or oiling was carried out (according to the English Calendar)*			**Remarks**
			Day	*Month*	*Year*	
1	2	3	4	5	6	7

Signature of Manager.

FORM No. 7

(Prescribed under Rule 56)

REPORT OF EXAMINATION OF PRESSURE VESSEL

1. Name of Occupier (or factory)

2. Situation and address of factory

3. Name, description and distinctive number of pressure vessel.

4. Name and address of manufacturer

5. Nature of process in which it is used ..

6. Particulars of vessel :—

   (*a*) Date of construction ..
   (*b*) Thickness of walls ..
   (*c*) Date on which the vessel was first taken into use.
   (*d*) Safe working pressure recommended by the manufacturer.

   (The history should be briefly given and the examiner should state whether he has seen the last previous report).

7. Date of last hydraulic test (if any) and pressure applied.

8. Is the vessel in open, or otherwise exposed to weather or to dam ?

9. What parts (if any) were inaccessible ?

10. What examination and tests were made ? (specify pressure if hydraulic test was carried out).

11. Condition of vessel (state any defects materially affecting the safe working pressure or the safe working of the vessel). External .....
    Internal .....

12. Are the required fittings and appliances provided in accordance with the Rules for pressure vessels ?

13. Are all fittings and appliances properly maintained and in good condition ?

14. Repairs (if any), required and period within which they should be executed and any other condition which the person making the examination thinks it necessary to specify for securing safe working.

15. Safe working pressure, calculated from dimensions and from the thickness and other data ascertained by the present examination, due allowance being made for conditions of working if unusual or or exceptionally severe (state minimum thickness of walls measured during the examination).

16. Where repairs affecting the safe working pressure are required, state the working pressure :

(*a*) Before the expiration of the period specified in (14).
(*b*) After the expiration of such period if the required repairs have not been completed.
(*c*) After the completion of the required repairs.

17. Other observations ..

I certify that on.....the pressure vessel described above was thoroughly cleaned and (so far as its construction permits) made accessible for thorough examination and for such tests as were necessary for thorough examination and that on the said date, I thoroughly examined this pressure vessel, including its fittings, and that the above is a true report of my examination.

Signature.....
Qualification.....
Address..... .....
.....
Date.....

If employed by a Company or Association, give name and address.

....
.....
....

FORM No. 8.

(Prescribed under Rule 77)

REGISTER OF COMPENSATORY HOLIDAYS

Sl. No.	*Number in the Register of workers*	*Name*	*Group or Relay No.*	*No. and of exempting order*	*Year*	*Weekly rest days lost due to the exempting order in*				*Date of compensatory holidays given in*				*Lost rest days carried to the next year*	*Remarks*
						January to March	*April to June*	*July to September*	*October to December*	*January to March*	*April to June*	*July to September*	*October to December*		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

FORM NO. 9.

(Prescribed under Rule 78)

OVERTIME MUSTER ROLL FOR EXEMPTED WORKERS

Month ending.....19

No. in Register	*Name*	*Department*	*Dates on which overtime has been worked*	*Extent of overtime on each occassion*	*Total overtime worked on production in case of piece workers*	*Normal hours*	*Normal rate of pay*	*Overtime rate of pay*	*Normal earnings*	*Overtime earnings*	*Cash equivalen of advantage accruing through concessional sale of food grains and other articles*	*Total earnings*	*Date on which over'ime payments made*
1	2	3	4	5	6	7	8	9	10	11	12	13	14

FORM No. 10.

(*Prescribed under Rule 79*).

NOTICE OF PERIODS OF WORK FOR ADULT WORKERS

Name of Factory..... District.....

Place.....

Period of work Groups Relays	Men					Women					Description of Groups		Remark.
	Total number of men employed					Total number of women employed							
	A	B	C	D	E	F	G	H	I	J	Groups letter	Nature of work	
	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3			
On working days ..													
From													
To													
From													
To													
From													
To													
On partial working days ..													
From													
To													
From													
To													

Date on which this notice first exhibited.....19

(*Signed*.....*Manager*.

FORM No. 11.

(*Prescribed under Rule* 80)

REGISTER OF ADULT WORKERS

Sl. No.	Name and residential address of the worker	Father's name	Nature of work	Letter of group as in Form	Number of relay if working in shifts and date of effect		No. and date of certificate of an adolescent		Date of first employment in the Factory	Remarks
					(*a*) Numbers of Relays	(*b*) Date of effect	No. of certificate and date	Token No. giving reference to the certificate		
1	2	3	4	5	6	7	8	9	10	11

FORM No. 12.

(*Prescribed under Rule* 85).

NOTICE OF PERIODS OF WORK FOR CHILD WORKERS.

Name of Factory..... Place..... District.....

Period of work	Children Total number of children employed						Description of group		Remarks
Groups	A		B		C		Group Letter	Nature of work	
Relays	1	2	1	2	1	2			

(*Signed*).....

Manager.

FORM No. 13.

(*Prescribed under Rule* 86)

REGISTER OF CHILD WORKERS

Serial Number	Name and residential address of the Child	Father's name	Date of first employment	No. of certificate and its date	Token number giving reference to certificate	Letter of group as in Form 12	No. of relay if working in shifts		Remarks
							(*a*) No. of relay	(*b*) Date of effect	
1	2	3	4	5	6	7	8	9	10

ANNEXURE 1.

(Form No. 14 — Prescribed under Rule 87)

REGISTER OF LEAVE WITH WAGES.

Serial No. .....

Department.....

Serial No. in the Register of Adult/Child workers.....
Date of entry into service .....

Adult/Child .....

Name .....

Father's name .....
Date of Discharged
Date and amount of payment made in lieu of leave due ....

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Calendar year of Service	Wage period from.....to.....	Wages earned during the wage period	No. of days of work performed	No of days worked during the Calendar year.			Total of columns 4 to 7	Leave to Credit.		Total of columns 9 and 10	Whether leave is in accordance with scheme under section 79 (8) was refused.	Leave enjoyed from..... To.....	Balance of leave to credit	Normal rate of wages	Cash equivalent of advantage accruing through concessional sale of food grains and other articles.	Rate of wages for the leave period (1otal of columns 15 and 16)	Remarks
				No. of days of lay off	No. of days of maternity leave	No. of days of leave enjoyed		Balance of leave from Preceding year.	Leave earned during the year mentioned in col. 1								

Note.—Separate page will be allotted to each worker.

Leave Book.

Form No. 15 (prescribed under Rule 88).

(Shall be the same as " Register of leave with wages " (Form No. 14), but shall be made out separately for each worker on a thick bound sheet.

FORM No. 16.

(Prescribed under Rule 14).

HEALTH REGISTER.

(In respect of persons employed in occupations declared to be dangerous operations under Section 87)

Name of certifying Surgeon.

(*a*) Mr. .....
From.....to.....
(*b*) Mr.....
From.....to.....
(*c*) Mr.....
From.....to.....

1	Serial Number
2	Works Number
3	Name of worker
4	Sex
5	Age (last birthday)
6	Date of employment on present work.
7	Date of leaving or transfer to other work.
8	Reasons for leaving, transfer or discharge.
9	Nature of job or occupation
10	Raw material or by-product handled.
11	Dates of Medical Examination by Certifying Surgeon.
	Result of Medical Examination
12	If suspended from work, state period of suspension with detailed reasons.
13	Re-certified fit to resume duty on (with signature of certifying Surgeon).
14	If certificate of unfitness or suspension issued to worker.
15	Signature, with date of certifying Surgeon.

Note.— (i) Column 8, detailed summary of reasons for transfer or discharge should be stated.

(ii) Column 11, should be expressed as fit (unfit/suspended)

FORM No. 17

(*Prescribed under Rule* 96)

NOTICE OF ACCIDENT OR DANGEROUS OCCURRENCE

(*See* instructions on the reverse)

---

1. Name of Occupier (or Factory)

2. Address of works where accident or dangerous occurence happened.

3. Nature of Industry

4. Branch or Department and exact place where the accident or dangerous occurence happened.

5. Injured person's name and address

6. (*a*) Sex, (*b*) Age (last birthday) and (*c*) Occupation of injured person. (*a*) (*b*) (*c*)

7. Date and hour of accident or dangerous occurrence.

8. Hour at which he started work on day of accident.

9. (*a*) Cause of nature of accident or dangerous occurence. (*a*)

   (*b*) If caused by machinery :

   (i) give name of the machine and part causing the accident, and (*b*) (i)

   (ii) state whether it was moved by mechanical power at the time. (*b*) (ii)

   (*c*) State exactly what injured person was doing at the time. (*c*)

   (*d*) The name or names of person or persons who witnessed the accident and who can explain the cause of accident. (*d*)

10. Nature and extent of injuries (*e.g.*, fatal, loss of finger, fracture of leg, scald, scratch followed by sepsis).

11. If accident is not fatal, state whether injured person was disabled for 48 hours or more.

12. Name of Medical Officer in attendance on injured person.

I certify that to the best of my knowledge and belief the above particulars are correct in every respect.

Signature of Occupier or Manager.....

Date of despatch of report.....

Note.—To be completed in legible handwriting or preferably typewritten. (This space to be completed by Inspector).

District :

Date of Receipt :

Accident No.

Industry No.

Causation No.

Sex (M. W. B. or G.)

Other particulars (*e.g.*, fatal, leg injury, arm injury, etc.)

Date of investigation

Result of investigation

Notification of Accidents

EXTRACT FROM THE FACTORIES ACT, 1948

(*Section* 88)

Where in any factory as accident occurs which causes death or which causes any bodily injury by reason of which the person injured is prevented from working for a period of forty-eight hours or more immediately following the accident, or which is of such nature as may be prescribed in this behalf, the manager of the factory shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed.

.....

Extract from the Mysore Factories Rules
(Rule 96)

Notification of accidents.—(1) When any accident or occurence specified in the Schedule takes place in a factory, the manager of the factory shall forthwith send notice thereof by telephone, special messenger or telegram to the Inspector and Administrative Medical Officer of the Employees' State Insurance Scheme and if the accident is fatal or of such a serious nature that is likely to prove fatal, notice as aforesaid shall also be sent to :—

(*a*) The District Magistrate or Sub-Divisional Officer, and

(*b*) The Officer-in-charge of the nearest police station.

(2) The notice so given shall be confirmed by the manager of the factory, to the abovementioned authorities within 12 hours of the occurence by sending to them a written report in the prescribed form No. 17 :

Provided that such bodily injury as prevents the person injured, from working, for a period of 48 hours immediately following the accident shall be reported to the Inspector of the area concerned forthwith.

(3) In case of an accident resulting in the ..... death of person within 7 days of the accident information of his death whenever known shall be sent by the manager of the factory as prescribed under sub-rule (1).

(4) Copies of such notices shall be maintained for a period of three years.

SCHEDULE

1. Accidents which cause—

(*a*) death to any person;

(*b*) such bodily injury as prevents or will probably prevent the person injured from working for a period of 48 hours immediately following the accident.

2. The following classes of occurences, whether or not they are attended by personal injury or disablement :—

(*a*) Bursting of a plant or vessel used for containing or supplying steam under pressure greater than atmospheric pressure.

(*b*) Collapse or failure of a Crane, derrick winch, hoist or other appliance used in raising or lowering persons or goods or any part thereof, or the overturning of a crane.

(*c*) Explosion or fire causing damage to any room or place in which persons are employed or fire in rooms of cotton pressing factories when a cotton opener is in use.

(*d*) Explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from compression of gas.

(*e*) Collapse of subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or buildings forming part of a factory or with the compound or cutilage of factory.

FORM No. 17-A.

(*Prescribed under Rule* 104).

REGISTER OF ACCIDENTS AND DANGEROUS OCCURRENCE.

Name of injured person (if any)	Date of accident or dangerous occurance	Date of report (in Form No. 21) to Inspector	Nature of accident of dangerous occurrence	Date of return of injuresd person to work	Number of days injured person was absent from work
1	2	3	4	5	6

FORM No. 18

(*Prescribed under Rule* 97)

To be filled in by the Chief Inspector.

No. of case.....

Remarks .....

NOTICE OF POISONING OR DISEASE

(*See* instructions on reverse)

Factory particulars .. 1. Name of Factory.....

2. Address of Factory.....

3. Address of office or private residence of occupier .....

4. Nature of Industry .....

Person affected .. 5. Name and works Number of Patient .....

6. Address of Patient .....

7. Sex and Age of Patient.....

8. Precise occupation of Patient .....

9. Nature of poisoning or Disease from which patient is suffering.....

General Particulars .. 10. Has the case been reported to the certifying Surgeon .....

Signature of Factory Manager .....

Date .....

Notice of Poisoning or Disease

EXTRACT FROM THE FACTORIES ACT, 1948

(*Section* 89)

Where any worker in a factory contracts any disease specified in the Schedule, the manager of the factory shall send notice thereof to such authorities, and in such form and within such time, as may be prescribed.

EXTRACT FROM THE MYSORE FACTORIES RULES, 19....

(*Rule* 97)

A notice in Form 18 should be sent forthwith both to the Chief Inspector and to the Certifying Surgeon by the Manager of a factory in which there occurs a case of lead, phosphorus, mercury, manganese, arsenic, carbon disulphide or benzene poisoning or poisoning by nitrous of the aliphatic series, or of chrome ulceration, anthrax, silocosis, toxic anæmia, toxic jaundice, primary .opithelimations cancer of the skin, or pathological manifestations due to radium or other radio active substances or X-rays.

FORM No. 19

(Prescribed under Rule 99).

ABSTRACT OF THE FACTORIES ACT, 1948 AND THE MYSORE FACTORIES RULES, 19 ....

(To be affixed in a conspicuous and convenient place at or near the main entrance to the Factory).

Interpretation.

"Factory" means any premises including the precincts thereof :—

(i) Whereon ten or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power, or is ordinarily so carried on, or

(ii) Whereon twenty or more workers are working, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on wihout the aid of power or is ordinarily so carried on,
but does not include a mine subject to the operation of the Indian Mines Act, 1923 (IV of 1923) or a railway running shed.

"Worker" means a person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with, the manufacturing process, or the subject of the manufacturing process.

"Manufacturing process" means any process for making, altering, repairing, ornamenting, finshing, packing, oiling, washing, cleaning, repairing, ornamenting, finishing, packing, oiling, washing, cleanarticle or substance with a view to its use, sale, transport, delivery or disposal, or pumping oil, water or sewage, or generating, transforming, or transmitting power, or printing by letterpress, lithography, photo-gravure or other similar work or book-binding, which is carried on by way of trade or for purposes of gain, or incidental to another business so carried on, or constructing, reconstructing, repairing, refitting, finishing or breaking up ships or vessels.

WORHING HOURS, HOLIDAY, INTERVAL FOR REST, ETC.

1. *Hours of work (Adults), Sections* 51 *and* 54.—No adult worker shall be required, or allowed, to work in a factory for more than 48 hours in any week and for more than 9 hours in any day.

2. *Relaxation of hours of work (Adults) Section* 64.—The ORDINARY LIMITS on working hours of adults may be relaxed in certain special cases, *e.g.*, workers engaged on urgent repairs; in preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working of the factory; in work which is necessarily so intermittent that the intervals during which they do not work while on duty ordinarily amount to more than the intervals for rest; in work which for technical reasons must be carried on continuously throughout the day, in making or supplying articles of prime necessity which must be made or supplied every day; in a manufacturing process which cannot be carried on except during fixed seasons, or at times dependent on the irregular action of natural forces or transmission machinery in engine rooms or boilers houses or in attending to power plant.

Except in the case of urgent repairs, the relaxation shall not exceed the following limits:—

(i) the total number of hours of work in any day shall not exceed ten;

(ii) the total number of hours of overtime work shall not exceed 50 for any one quarter;

(iii) the spread over inclusive of intervals for rest shall not exceed 12 hours in any one day.

In the case of any or all adult workers in any factory, the ordinary limits on working hours of adults may be relaxed, for a period or periods not exceeding in the aggregate 3 months in any year, to enable the factory to deal with an exceptional press of work.

3. *Payment of overtime, Section* 59.—Where a worker works in a factory for more than 9 hours in any day or for more than 48 hours in any week he shall, in respect of overtime work, be entitled to wages at the rate of twice his ordinary rate of wages.

4. *Exemption of supervisory staff, Section* 64.—Chapter VI of the Act working hours of adults does not apply to persons holding positions of supervision or management or employed in a confidential position in a factory.

5. *Weekly Holiday (Adults), Section* 52.—No adult worker shall be required or allowed to work in a factory in the first day of the week, unless he has, or will have, a holiday for a whole day on one of the three days immediately before or after the said day and the manager of the factory has before the said day, or the substituted day, whichever is earlier, delivered a notice at the office of.

the Inspector of his intention to require the worker to work on the said day of the day which is to be substituted, and displayed a notice to that effect in the factory :

Provided that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for a whole day.

Where a worker in a factory as a result of exemption from the ordinary—provision relating to weekly holidays, is deprived of any of the weekly holidays, he shall be allowed, within the month in which the holidays were due to him or within the two months immediately following that month, compensatory holidays of equal number to the holidays so lost.

6. *Intervals for Rest (Adults), Sections 55 and 56.*—The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed 5 hours before he has had an interval for rest of at least half an hour and that inclusive of his intervals for rest they shall not spread over more than 10½ hours in any day or with the permission of the Chief Inspector in writing, 12 hours.

7. *Prohibition of double employment, Section* 60, 71 *and* 99.—No child or except in certain circumstances an adult worker, shall be required or allowed to work in any factory on any day on which he has already been working in any other factory.

If a child works in a factory on any day on which he has already been working in another factory, the parent or guardian of the child or the person having custody of or control over him or obtaining any direct benefit from his wages shall be punishable with fine which may extend to Rs. 50 unless it appears to the court that the child so worked without the consent or convenience of such parent, guardian or person.

8. *Prohibition of Employment of children under* 14, *Section* 67.—No child who has not completed his fourteenth year shall be required or allowed to work in any factory.

9. *Hours of work (Children), Section* 71.—No child shall be employed or permitted to work in any factory for more than 4½ hours in any day and between the hours of 7 P.M. and 6 A.M. The periods of work of all children employed in a factory shall be limited to two shifts which shall not overlap or spreadover more than 5 overlap or spreadover more than 5 hours each and each child shall hours each and each child shall be employed in only one of the relays.

The provision relating to weekly holidays shall also apply to child workers and no exemption from this provision may be granted in respect of any child.

10. '*Prohibition of Employment of women, Section* 66.—No Woman shall in any circumstances be employed in any factory for more than 9 hours in any day or between 7 P.M. and 6 A.M.

11. *Leave with wages, Sections* 79, 80 *and* 83 *and Rules.*—Every worker who has completed a period of 12 months continuous service in a factory shall be allowed during the subsequent period of 12 months leave with wages for a number of days calculated at the rate of :—

(i) if an adult, one day for every 20 days of work performed by him during the previous period of 12 months subject to a minimum of 10 days.

(ii) if a child, one day for every 15 days of work performed by him during the previous period of 12 months subject to a minimum of 14 days :

Provided that a period of leave shall be inclusive of any holiday which may occur during such period.

For the leave allowed to him, a worker shall be paid at a rate equal to the daily average of his total full-time earnings, exclusive of any overtime earnings, and bonus, but inclusive of dearness allowance and the cash equipment of any advantage accruing by the sale, by the employer, of foodgrains and other articles at concessional rates for the days on which he worked during the month immediately preceding his leave.

Where the employment of a person who has completed a period of four months continuous service in a factory is terminated before he has completed a period of twelve months continuous service, he shall be deemed to have become entitled to leave for the number of days caluclated at the rate of, if an adult one day for every 20 days of work performed by him, and if a child one day for every 15 days of work performed by him, and the occupier of the factory shall pay to him the amount payable in respect of the leave to which he is deemed to have become entitled.

If a worker entitled to leave with wages is discharged from the factory before he has taken the entire leave to which he is entitled, or if having applied for and having not been granted such leave, he quits his employment before he has taken the leave, the occupier of the factory shall pay him the amount payable in respect of the leave not taken such payment shall be made before the expiry of the second working day after the day on which his employment is terminated.

The manager shall maintain a Leave with Wages Register in the prescribed Form No. 14 and shall provide each worker with a book called the " Leave Book " in the prescribed Form No. 15. The leave book shall be the property of the worker and the Manager or his Agent shall not demand it except to make entries of the dates of holidays or interruptions in service and shall not keep it for more than a week at a time. If a worker loses his leave book, the Manager shall provide him with another copy on payment of six Paise and shall complete it from his record.

HEALTH

12. *Cleaanliness, Section* 11.—Except in cases specially exempted all inside walls and partitions, all ceilings or tops of rooms and all wals, sides and tops of passages and stair-cases in a factory shall be kept white-washed or colour washed. The white-washing or colour washing shall be carried out at least once in every period of fourteen months. The floors of every workroom shall be cleaned at least once in every week by washing, using disinfectant where necessary, or some other method.

13. *Disposal of Wastes and Effluents, Section* 12.—Effective arrangements shall be made in every factory for the disposal of wastes and effluents due to the manufacturing process carried on therein.

14. *Ventilation and Temperature, Section* 13.—Effective and suitable provision shall be made in every factory for securing and maintaining in every workroom adequate ventilation by the circulation of fresh air and such a temperature as will secure to workers therein reasonable conditions of comfort and prevent injury to health.

15. *Overcrowding, Section* 16.—Unless exemption has been granted, there shall be in every workroom of a factory in existence on 1st April 1949 at least 9.9 cubic meters and of a factory built after this date at least 14.2 cubic meters of space for every worker employed therein and for this purpose no account shall be taken of any space which is more than 4.27 meters above the level of the floor of the room.

16. *Lighting, Section* 17.—In every part of a factory where workers are working or passing, there shall be provided and maintained sufficient and suitable lighting, natural or artifical or both.

17. *Drinking water, Section* 18.—In every factory effective arrangements shall be made to provide and maintain at suitable

points, conveniently situated for all workers employed therein a sufficient supply of wholesome drinking water.

In every factory wherein more than 250 workers are ordinarily employed the drinking water shall, during the hot weather be cooled by ice or other effective methods. The cooled drinking water shall be supplied in every canteen, lunch room and rest room and also at conveniently accessible points throughout the factory.

18. *Latrines and Urinals.—Section* 19 *and Rules.*—In every factory sufficient latrine and urinal accommodation of the prescribed type (separate enclosed accommodation for male and female workers) shall be provided conveniently situated and accessible to workers at all times while they are at the factory. Every laterine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings. Sweepers shall be employed whose primary duty it would be to keep clean latrines, urinals and washing places.

10. *Spittoons, Section* 20.—In every factory, there shall be provided a sufficient number of spittoons of the type prescribed in convenient places and they shall be maintained in a clean and hygienic condition. No person shall spit within the premises of a factory except in the spittoons provided for the purpose. Whoever spits in conteravention of this provision shall be punishable with fine not exceeding five rupees.

SAFETY

20. *Fencing of Machinery, Section* 21.—In every factory dangerous parts of machines, *e.g.,* every moving part of a prime mover and every fly-wheel connected to a prime mover etc., shall be securely fenced by safeguards of a substantial construction which shall be kept in position while the parts of machinery they are fencing are in motion or in use.

21. *Work on or near machinery in Motion, Section* 22.—No woman or child shall be allowed in any factory to clean, lubricate or adjust any part of the machinery while that part is in motion, or to work between moving parts, or between fixed and moving parts of any machinery which is in motion.

22. *Employment of young persons in Dangerous Machinery, Section* 23.—No young person shall work at any machine declared to be dangerous unless he has been fully instructed as to the dangers arising in connection with the machine and the precautions to be observed and has received sufficient training in work at the machine or is under adequate supervision by a person who has a thorough knowledge and experience of the machine.

23. *Casing of New Machinery, Section* 26.—In all machinery driven by power and installed in any factory after 1st April 1949 every set screw, bolt or key or any revolving shaft, spindle, wheel or pinion shall be so sunk, encased or otherwise effectively guarded as to prevent danger, all spur, worn and other toothed or friction gearing which does not require frequent adjustment while in motion shall be completely enceased, unless it is so situated as to be as safe as it would be if it were completely encased.

Whoever sells or lets on hire or as agent of a seller or hirer, causes or procures to be sold or let on hire, for use in a factory any machinery driven by power which does not comply with these provisions, shall be punishable with imprisonment for a term which may extend to three months or with fine which may extend to five hundred rupees or with both.

24. *Prohibition of employment of Women and Children near Cotton openers, Section* 27.—No woman or child shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work.

25. *Excessive Weights, Section* 34 —No woman or young person shall, unaided by another person, lift, carry or move by hand or on head any material, article, tool or appliance exceeding the following limits :—

Adult female	.. 30 K.G.
Adolescent male	.. 30 K.G.
Adolescent female	.. 20 K.G.
Male child	.. 16 K.G.
Female child	.. 14 K.G.

26. *Protection of Eyes, Section* 35.—Effective screens or suitable goggles shall be provided for the protection of persons employed in or in the vicinity of processes which involve risk of injury to the eye from particles or fragments thrown off in the course of the process or which involve risk of injury to the eyes by reason of exposure to excessive light.

27. *Precautions in case of Fire, Section* 38.—Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein. The doors affording exit from any room shall, unless they are of the sliding type, be constructed to open outwards. Every window, door or other exit affording a means of escape in case of fire other than the means of exit distinctively marked. Effective and clearly audible means of giving warning in case of fire to every person employed in the factory shall be provided. Effective measures shall be taken to ensure that wherein

more than twenty workers are ordinarily employed in any place above the ground floor, or wherein explosive or highly inflammable materials are used or stored, all the workers are familiar with the means of escape in case of fire and have been adequately trained in the routine to be followed in such case.

WELFARE

28. *Washing Facilities, Section* 42.—In every factory adequate and suitable facilities for washing shall be provided and maintained for the use of the workers therein. Such facilities shall include soap and nail brushes or other suitable means of cleaning and the facilities shall be conveniently accessible and shall be kept in a clean and orderly condition.

If female workers are employed separate facilities shall be provided and so enclosed or screened that the interiors are not visible from any place where persons of the other sex work or pass.

29. *Facilities for storing and drying clothing, Section* 43 *and Rules.*—In the case of certain dangerous operations, *e.g.*, lead processes liming and tanning of raw hides and skins, etc., suitable places for keeping clothing not worn during working hours and for the drying of wet clothing shall be provided and maintained.

30. *Facilities for sitting, Section* 44.—In every factory suitable arrangements for sitting shall be provided and maintained for all workers obliged to work in a standing position in order that they may take advantage of any opportunities for rest which may occur in the course of their work.

31. *First Aid and Ambulance Room, Section* 45.—There shall in every factory be provided and maintained so as to be readily accessible during all working hours first-aid boxes or cupboards equipped with the prescribed contents. All such boxes and cupboards shall be kept in the charge of a responsible person who is trained in first aid treatment and who shall always be available during the working hours of the factory.

In every factory wherein more than 500 workers are employed there shall be provided and maintained an ambulance room of the prescribed size and containing the prescribed equipment. The ambulance room shall be in charge of a qualified medical practitioner assisted by at least one qualified nurse and such other staff as may be prescribed.

32. *Canteens, Section* 46 *and Rules.*—In specified factories wherein more than 250 workers are ordinarily employed, a canteen or canteens shall be provided and maintained by the occupier for the

use of the workers. Food, drink and other items served in the canteen shall be sold on a non-profit basis and the prices charged shall be subject to the approval of a canteen Managing Committee which shall be appointed by the Manager and shall consist of an equal number of persons nominated by the occupier and elected by the workers. The number of elected workers shall be in the proportion of 1 for every 1,000 workers employed in the factory provided that in no case shall there be more than 5 or less than 2 workers on the committee. The committee shall be consulted from time to ime on to the quality and quantity of foodstuffs to be served in the Canteen, the arrangement of the menus, etc., etc.

33. *Shelters, Rest Rooms and Lunch Rooms, Section* 47.—In every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest rooms and a suitable lunch room, with provision for drinking water, where workers can eat meals brought by them shall be provided and maintained for the use of the workers.

34. *Creche, Section* 48 *and Rules.*—In every factory wherein more than 50 women workers are ordinarily employed there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such women. The Creche shall be adequately furnished and equipped and in particular, there shall be one suitable cot or cradle with the necessary bedding for each child at least one chair or equivalent sitting accommodation for the use of the mother while she is feeding or attending to her child and a sufficient supply of suitable toys for older children.

There shall be in or adjoining the Creche a suitable wash-room for washing of the children and their clothing. An adequate supply of clean clothes, soap and clean towels shall be made available for each child while it is in the Creche. Atleast half a pint of clean/ pure milk shall be available for each child on every day it is accommodated in the creche and the mother of such a child shall be allowed in the course of her daily work suitable intervals to feed the child. For children above two years of age, there shall be provided, in addition an adequate supply of wholesome refreshment, A suitably fenced and shady open air play-ground shall also be provided for the other children.

35. *Welfare Officers, Section* 49.—In every factory wherein 500 or more workers are ordinarily employed, the occupier shall employ in the factory such number of Welfare Officers as may be prescribed.

36. *Dangerous Operations, Section* 87 *and Rules.*—Employment of women, adolescents and children is prohibited or restricted

in certain operations declared to be dangerous, *e.g.*, manufacture of aerated water, electroplating, manufacture and repair of electric accumulators, glass manufacture, grinding or glazing of metals, manufacturing and treatment, of lead and certain compounds of lead, generation of gas from dangerous petrol, sand blasting and liming and tanning of raw hides and skins.

37. *Notice of Accidents, Section* 88 *and Rules.*—Wherein any factory an accident occurs which causes death or which causes bodily injury by reason of which the person injured is prevented from working for a period of 48 hours or more immediately following the accident or which, though not attended by personal injury or disablement, is of one of the following types :—

(i) Bursting of a plant used for containing or supplying steam under pressure greater than atmospheric pressure, other than plant which comes within the scope of Indian Boiler Act.

(ii) Collapse or failure of a crane, derrick, winch, hoist or other appliances used in raising or lowering persons or goods or any part thereof, or the overturning of a crane.

(iii) Explosion or fire causing damage to any room or place in which persons are employed, or fire in rooms of cotton pressing factories, where a cotton opener is in use.

(iv) Explosion of a receiver or container used for the storage at a pressure greater than atmospheric pressure of any gas or gases (including air) or any liquid or solid resulting from the compression of gas.

(v) Collapse or subsidence of any floor, gallery, roof, bridge, tunnel, chimney, wall or building forming part of a factory or within the compound or curtilage of factory.

The Manager of the factory shall forthwith send notice thereof to the Inspector and the Administrative Medical Officer of the State Employees' Insurance Scheme. If the accident is fatal, or of such a serious nature that it is likely to prove fatal, notice shall also be sent to the District Magistrate or the Sub-Divisional Officer and the Officer-in-charge of the nearest Police Station.

38. *Notice of Certain Diseases, Section* 89 *and Rules*—Where any worker in a factory contracts any of the following diseases, the Manager of the factory shall send notice thereof forthwith both to the Chief Inspector and Certifying Surgeon.

Lead, phosphorus, mercury, manganese, arsenic, carbon disulphide or benzene poisoning, or poisoning by nitrous fumes, or by halogens or halogen derivatives of the hydrocarbons of the aliphatic series; or of chrome ulcertion anthrax, silicosis, toxic anaemia, toxic jaundice, primary opitheliomatous cancer of the skin, or pathological manifestations due to radium or other radio-active substances or X-rays.

39. *No change for facilities and conveniences, Section* 114.—No fee or charge shall be realised from any worker in respect of any arrangements or facilities to be provided or any equipments or appliances to be supplied by the occupier under the provisions of the Act.

40. *Powers of Inspectors, Sections* 9 *and* 82.—Inspectors have power to inspect factories any time and may require the production of Registers, certificates, etc., prescribed under the Act and the Rules.

Any Inspector may institute proceedings on behalf of any worker to recover any sum required to be paid by any employer under the provisions relating to leave with wages, which the employer has not paid.

41. *Obligations of Workers, Sections* 97 *and* 111.—No worker in a factory—

(i) shall wilfully interfere with or misuse any appliance, convenience of other thing provided in a factory for the purposes of securing the health safety or welfare of the workers therein,

(ii) shall wilfully and without any reasonable cause do anything likely to endanger himself or others, and

(iii) shall wilfully neglect to make use of any appliance or other things provided in the factory for the purpose of securing the health or safety of the workers therein.

If any worker employed in a factory contravenes any of these provisions or any rule or order made thereunder he shall be punishable with imprisonment for a term which may extend to three months, or with fine which may extend to Rs. 100 or with both.

If any worker employed in a factory contravenes any provisions of the Act or any Rules or orders made thereunder imposing any duty or liability on workers, he shall be punishable with fine which may extend to Rs. 20.

42. *Certificate of fitness, Sections* 68, 70 *and* 98.—No child who has completed his fourteenth year or an adolescent shall be required or allowed to work in any factory unless a certificate of fitness granted with reference to him is in the custody of the Manager of the factory and such child or adolescent carried, while he is at work, a token giving a reference to such certificate. Any fee payable for such a certificate shall be paid by the occupier and shall not be recoverable from the young person, his parents or guardian.

An adolescent who has been granted a certificate of fitness to work in a factory as an adult and who while at work in a factory carried a token giving reference to the certificate shall be deemed to be an adult for all the purposes of the provisions of the Act relating to the working hours of adults and the employment of young persons, an adoloscent who has not been granted a certificate of fitness to work in a factory as an adult shall, notwithstanding his age, be deemed to be a child for all the purposes of the Act.

Whoever knowingly uses or attempts to use, as a certificate of fitness granted to himself, a certificate granted to another adolescent to work in a factory as an adult, or who having procured such a certificate knowingly allows it to be used, or an attempt to use it to be made, by another person, shall be punishable with imprisonment for a term which may extend to one month or with fine which may extend to Rs. 50 or with both.

43. *Registers, Notices, and Returns, Sections* 61, 63, 72, 74, 79, 80 *and* 110.—A register of adult workers in the prescribed Form No. 11 and a register of child workers in the prescribed Form No. 13 shall be maintained by the Manager of every factory.

A notice of periods of work for adults and a notice of work for children in the prescribed Forms No. 10 and 12 shall be correctly maintained and displayed in every factory. No adult worker or child shall be required or allowed to work in any factory otherwise than in accordance with their respective notices of periods of work displayed in the factory.

The owners, occupiers or managers of factories shall submit the prescribed periodical returns to the Inspector regularly.

FORM No. 20

[Prescribed under sub-rules (1), (4), (5), (6), (7), (8), (9) of Rule 100]

Annual Return

Year ending 31st December 19....

Name of Factory :

Name of Occupier :

Name of Manager :

(1) District :
(2) Postal Address :
(3) Nature of Industry :
(4) Average number of workers employed daily—
Men :
Women :
Adolescent :
Male :
Female :
Children :
Male :
Female :

The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days in the year. In reckoning attendances by temporary as well as permanent employees should be counted, and all employees should be included, whether they are employed directly or under Contractors. Attendances on separate shifts (*e.g.*, night and day shifts) should be counted separately. Days on which the Factory was closed for whatever cause, and days on which the manufacturing processes were not carried on should not be treated as working days. Partial attendance for less than half a shift on working day should be ignored while attendance for half a shift or more on such day should be treated as full attendance.

(5) Normal hours worked per week—
Men :
Women :
Children :

(6) Number of days worked in the year—

Men :
Women :
Children :

(7) Does the factory come under—

(i) Section 87.
(ii) Section 93.

(8) Average daily number of workers employed in dangerous operations :

Leave with Wages

(9) Total number of persons employed during the year :

Men :
Women :
Children :

(10) Number of persons who are entitled to annual leave with wages during the Calendar year to which this return relates—

Men :
Women :
Children :

(11) Number of persons who were granted leave during the year—

Men :
Women :
Children :

(12) Number of persons who gave notice not to avail themselves of leave during the year in which leave accrued—

Men :
Women :
Children :

(*a*) Number of workers discharged or dismissed from service during the year :

(*b*) Number of discharged workers paid wages in lieu of leave :

(*c*) Total amount of wages paid in lieu of leave :

Compensatory Holidays

(13) Number of workers exempted from Section 52 of the Factories Act—

Men :
Women :

(14) Number of workers who received holidays in the—

(1) Same month :
(2) Following month :
(3) Third month :

Canteen

(15) Type of Canteen—

Providing cooked food and Refreshments.	Providing cooked food only.	Providing refreshments and tea only.	Providing tea only.	Approximate average No of workers using daily.	Items of expenditure borne by the occupier stating separately the total expenditure borne by the occupier in subsidizing sale of food stuffs or in otherwise selling food stuffs below cost price.
*(A)	*(B)	*(C)	*(D)		

*While furnishing information please use symbols.

Creche

(16) Number of children admitted to the Creche :

(17) Approximate average daily attendance of children at the Creche—

(*a*) Two years and below :
(*b*) Above two years :

(18) Details of facilities provided with regard to—

(*a*) Milk :
(*b*) Food :
(*c*) Clothes :
(*d*) Toys :
(*e*) Medical Aid :
(*f*) Others :

(19) Details of Staff Employed—

(i) Doctors—

(*a*) Males :

(*b*) Females :

(ii) Nurses :

(iii) Teachers :

(iv) Ayahs :

(v) Sweepers :

Shelters, Rest Rooms and Lunch Rooms

(20) Approximate average daily attendance of workers at the shelter, rest room or lunch room :

(21) Details of facilities provided with regard to drinking water :

(22) Details of accommodation, furniture and other equipment provided :

Accident

(23) Number of accidents or dangerous occurences which took place during the year :

(24) Number of persons—

(*a*) Killed :

Men :
Women :
Children :

(*b*) Injured :

Men :
Women :
Children :

(25) Number of injured persons who returned to work :

(26) Number of man-days lost on account of absence due to injury in the case of persons who returned to work :

Certified that the information furnished above is, to the best of my knowledge and belief, correct.

Dated .....

Signature of Manager.

FORM No. 21

[Prescribed under sub-rule (3) of Rule 100]

Half-yearly return

Period ending 30th June 19....

Name of the Factory :

Name of Occupier :

Name of Manager :

(1) District :

(2) Postal Address :

(3) Nature of Industry :

(4) * Average number of workers employed daily—

Men :
Women :
Adolescent :
Male :
Female :
Children :
Male :
Female :

(5) Maximum number of workers employed during the year and the date of such employment :

(6) Total amount of H.P. installed :

(7) Number of days worked during the half-year ending 30th June 19....

Signature of Occupier. *Signature of Manager.*

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* The average daily number should be calculated by dividing the aggregate number of attendances on working days by the number of working days during the half year. In reckoning attendances, by temporary as well as permanent employees should be counted and all employees should be included, whether they are employed directly or under contractors. Attendances on separate shifts (*e.g.*, night and day shifts) should be counted separately. Days on which the factory was closed, for whatever cause, and days on which the manufacturing processes were not carried on should not be treated as working days.

FORM No. 22.

(Prescribed under Rule 103).

MUSTER ROLL

Name of Factory..... Place..... District.....

S.I No.	Name	Father's name	Nature of work	For the period ending												Remarks
				1	2	3	4	5	6	7	9	10	11	12		
(1)	(2)	(3)	(4)													(5)

FORM 23

(Prescribed under Rule 103).

MUSTER ROLL OF ADULT WORKERS

Name of Factory..... Hours of work..... Place..... District .....

Serial Number	Name of worker	Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Sunday			Total weekly hours	Usual weekly hours	Normal daily wages	Overtime pay paid under sub-section (1) of Section 59	Total amount paid	Remarks
		First period	Second period	Third period	First period	Second period	Third period	First period	Second period	Third period	First period	Second period	Third period	First period	Second period	Third period							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29

FORM No. 24.

(Prescribed under Rule 104)

REGISTER OF ACCIDENTS AND DANGEROUS OCCURRENCES

Name of injured person (if any)	Date of accident or dangerous occurrences	Date of report (in Form No. 17) to Inspector	Nature of accident or dangerous occurrence	Date of return of injured person to work	No. of days injured person was absent from work
1	2	3	4	5	6

FORM No. 25.

(Prescribed under Schedule VI and I to Rule 95).

Special Certificate of Fitness.

(in respect of persons employed in operations involving use of lead compounds)

Serial No. .....

Date .....

I hereby certify that I have personally examined.....
son of ..... residing at .....
..... who is desirous of being employed as
..... in the .....
and that his age, as nearly as can be ascertained from my examination is, ... years, and that he is in my opinion, fit for employment at work involving the use of lead compounds. His descriptive marks are .....

Left Thumb impression of
person examined.

Certifying Surgeon.

I certify that I have examined the person mentioned above on	I extend this certificate until	Signature of Certifying Surgeon	Note of symptoms of lead poisoning (if any)

FORM No. 26

(Prescribed under Rule 93)

Form of Nomination

I hereby decalre that in the event of my death before resuming work the balance of my pay due for the period of leave with wages not availed of shall be paid to .....
who is my ... . and resides at ....
.....

1. Witness .....

2. Witness .....

Signature or thumb impression
of the worker.

Dated .....

FORM No. 27

[*Prescribed under clause* (*b*) *of sub-rule* (5) *of Rule* 14].

REGISTER OF SURGEON'S FEES FOR THE ISSUE OF DUPLICATE CERTIFICATES.

Serial Number	Number of previous certificate	Name of persons to whom granted	Initial of certifying Surgeon
1	2	3	4	5

Paid into Treasury at ..... on (date) .....

Signature of Certifying Surgeon.

Number examined ..... Number of certificates cancelled.
.....

Reasons for cancellation in each case (*i.e.*, general nature of unfitness) .....

(B) Adolescents :—

1. Original examination.

2. Number examined..... Number granted certificates
.....

Examination of those holding provisional certificates .....
Number examined ..... Number granted certificates
.....

Number of impounded provisional certificates .. ..

3. Re-examination of those holding certificates .....
Number examined ..... Number of certificates cancelled
.....

Reasons for cancellation in each case (*i.e.*, general nature of unfitness) .....

Signed .....

Certifying Surgeon .....

FORM No. 29.

(*Prescribed under Rule* 105)

Section or Rule from which exemption is granted	Subject dealt with	Extent of and reasons for exemption	By whom given	Date and Number of order	Remarks
1	2	3	4	5	6

FORM No. 30

(Prescribed under Rule 106).

PARTICULARS OF ROOMS IN THE FACTORY.

Name of room in Factory	*Dimensions of room in feet*			*Total floor area in Sq. feet*	*Floor area occupied by Machinery fixtures and materials*	*Breathing space (cubical contents) in cubic meters*	*Net floor area*	*Maximum number of persons who may be employed in the room*	*Remarks*
	Length	*Breadth*	*Height*						
1	2			3	4	5	6	7	8

Register prescribed under Section 22 (1).

The Register to record the name of specially *trained adult male workers shall be in Form No.* 31.

FORM No. 31

(*Prescribed under Rule* 53).

PART I.

1. Name of the worker

2. Serial Number as in the Register of ..... Workers under section 62 of the Act.

3. Father's name

4. Age and date of Birth

5. Nature of work

6. Qualifications, if any, or period of ..... service on similar work.

7. Date when tight fitting clothing were ..... provided.

8. Remarks .....

I certify that the abovementioned worker is a properly trained male adult worker who is competent to mount or ship belts, lubricate or do other adjusting operations on the machinery installed in my factory while they are in motion.

Signature of Occupier.

Signature or thumb impression of worker.

Date .....

FORM No. 32

[*Prescribed under Rule* 55 (*c*)].

Prescribed for report of examination of hoist or lift.

Occupier (or owner) of premises ....

Address.—

1. (*a*) Type of hoist or lift and identification number or description.

   (*b*) Date of construction or re-construction (if ascertainable)

2. Design and construction—

   Are all parts of the hoist or lift of good mechanical construction, sound material and adequate strength (so far as ascertainable)

3. Maintenance.—

   Are the following parts of the hoist or lift properly maintained and in good working order :

   If not, state what defects have been found :

   (*a*) Enclosure of hoistway or liftway

   (*b*) Landing gates and cage gate(s).

   (*c*) Interlocks on the landing gates and cage gate(s).

   (*d*) other gate fastenings.

   (*e*) Cage or platform and fittings cage guides, buffers, interior of the hoistway or liftway.

   (*f*) Overrunnings devices.

   (*g*) Suspension ropes or chains, and their attachments.

   (*h*) Safety gear, *i.e.*, arrangements for preventing fall of platform or cage brakes.

   (*i*) Brakes.

   (*j*) Worm or spur gearing.

(*k*) Other electrical equipment.

(*l*) Other parts.

4. What parts (if any) were inaccessible ?

5. Repairs, renewal or alterations (if any) required and the period within which they should be executed.

6. Maximum safe working load subject to repairs, renewals or alterations (if any) specified in (5).

7. Others.

I/We certify that on ..... I/We thoroughly examined the hoist or lift and that the above is a correct report of the result.

Signature. .....

Qualification.....

Address .....

Date .....

Countersignature ....
If employed by a Company or Association, give name and address.

Date . .....

FORM No. 33

(Prescribed under Rule 55)

PRESCRIBED FOR REPORT OF EXAMINATION FOR CRANES AND OTHER LIFTING MACHINES.

(i) Name of occupier of factory ..

(ii) Address of the factory .. ..

(iii) Distinguishing number of mark (if any) and description sufficient to identify the lifting machine, chain, rope or the lifting tackle.

(iv) Date when the lifting machine, chain, rope or lifting tackle was first taken into use in the factory.

(v) Date and number of the certificate relating to any test and examination made under Rule 55-A and 55-G together with the name and address of the person who issued the certificate.

(vi) Date of each periodical thorough examination made under clause (*a*) (iii) of sub-section (1) of Section 29 of the Act and Rule 55-F and by whom it was carried out.

(vii) Date of annealing or other heat treatment of the chain and other lifting tackle made under Rule 55-E and by whom it was carried out.

(viii) Particulars of any defects affecting the safe working load found at such thorough examination or after annealing and of the step taken to remedy such defects.

I/We certify that on ..... I/We thoroughly examined the abovementioned lifting machine/chain/rope/lifting tackle and that the above is a correct report of the result.

Signature .....

Qualification .....

Address .....

Date .....

Counter Signature .....

If employed by a company or Association give name and address.

.....

Date .....

FORM No. 34

(Prescribed under Rule 61 (c).

Serial Number	*Name and Father's Name of worker*	*Designation or Nature of work*	*Department*	*Date when tight clothes provided*	*Signature or thumb impression of worker*
1	2	3	4	5	6

FORM No. 35

(Prescribed under Sub-rule (2) of Rule 13)

DIARY OF INSPECTOR OF FACTORIES.

For the week ending Saturday the.....19

Date	*Factories visited or other work done (if visited for a special purpose, state what)*	*Defects found and orders issued*	*Remarks*
Sunday ..			
Monday ..			
Tuesday ..			
Wednesday ..			
Thursday ..			
Friday ..			
Saturday ..			

FORM No. 35

Analysis of visits, etc.	*Under the Act at time of first visit*	*Notunder the Act at the time of first visit*	*Found closed*	*Remarks*
Factories visited once ..				
Factories visited twice ..				
Factories visited thrice ..				
Factories visited more than thrice.				
Time (etc.) of visit ..				
During legal Working hours ..				
During Rest Intervals				
Before or after legal working hours.				
On Sundays or holidays ..				
For enquiring into accidents ..				
For special purpose ..				
Total ..				
Number of Factories visited (all classes).				
Number of visits paid (all classes).				

Prosecutions.

The prosecution against .....
occupied.....days.
Other work, if any.....days.

Date.....

Signature .....
Inspector of Factories.

FORM No. 36

(Prescribed under Rule 56-A)

REGISTER OF WATER SEALED GASHOLDERS.

Serial No. of the Gasholders	*Maker's name*	*Date of manufacture*	*Capacity*	*No. of lifts*	*Pressure thrown by holder when full of gas*	*Dates of inspection carried out as required under sub-Rules, 4 and 5 of Rule 56-A and by whom carried out*	*The method of inspection used*	*Date of painting etc.*	*Natures of repairs and name of persons carrying out repairs*	*Remarks*
1	2	3	4	5	6	7	8	9	10	11

Signature of Occupier/Manager.

Date.....

FORM No. 37

[Prescribed under Rule 56 (A) (8) (iii)]

Report of Examanation of Water-sealed Gasholder

1. Name of occupier of factory

2. Situation and address of factory .

3. Name, description, distinguishing number or letter and type of gasholder.

4. Name and address of the manufacturer

5. (*a*) No. of lifts .. ..
   (*b*) Maximum capacity in cu. meters (cub.ft.)
   (*c*) Pressure thrown by holder when full of gas.

6. Particulars of gas to be stored in the holder..

7. Particulars as to the condition of—
   (*a*) Crown .. ..
   (*b*) Side sheeting, including grips and cups..
   (*c*) Guiding MECHANISM (Roller carriages, rollers, pins, guide rails or ropes).
   (*d*) Tank .. .. ..
   (*e*) Other structure, if any (columns, framing and bracing)

8. Particulars as to the position of the lifts at the time of examination.

9. Particulars as to whether the tank and lifts were found sufficiently level for safe working and if not, as to the steps taken to remedy the defect.

10. Date of examination and by whom it was carried out.

11. Condition of vessel—
   (1) external .. ..
   (2) internal .. ..